ReSkill4NetZero – Deliverable 5.2 European Renewable Energy Skills Platform

28/11/2025

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Project Coordinator	KIC InnoEnergy
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GLOSSARY

WP   Work Package

RE   Renewable Energy

RESP   Renewable Energy Skills Partnership

CDE   Communication, Dissemination and Exploitation

KPI   Key Performance Indicator

1. Executive Summary

RESkill4NetZero Platform Launch. The European Renewable Energy Skills Platform as well as the RESkill4NetZero communication channels are live and fully functional at **reskill4net-zero.eu**, serving as single, consolidated hub for renewable energy skills development. The first iteration of the platform and social media pages launched in M6 with a public-facing website, and by M12 it has completed Iteration 2, introducing community features and support tools. This deliverable demonstrates that the platform is up and running with all required sections, content, and integrations, while adhering to EU visibility, privacy, and accessibility standards.

LinkedIn-Centred Community Model. A key strategic decision was to build the community layer around LinkedIn, rather than custom forums, to leverage existing networks and avoid the development of too many different platforms / or overcomplicating the existing ones that would lead to confusion. The project's official **RESkill4NetZero LinkedIn page** (which has been steadily gaining followers since launch) and its LinkedIn-based newsletter form the backbone of the online community engagement. This approach was chosen for its sustainability and reach: stakeholders (from training providers to industry leaders) can easily follow updates, join discussions, and share content via a familiar professional network, reducing the need for users to register on a new platform. The website prominently invites visitors to **"Follow on LinkedIn"** and funnelling interested audiences into the LinkedIn community ecosystem and inviting them to Subscribe to our Newsletter. This **LinkedIn-centric model** has been effective in rapidly growing awareness and interaction, while minimizing development overhead.

As of Month 12, the platform encompasses all planned sections and functionalities from the project's communication strategy:

- **User-Friendly Website:** A modern, responsive web portal that introduces the project and guides users to relevant content. The site's navigation bar provides access to **Home**, **About**, **Results**, **News & Events**, **Skills Platform**, **Partnership**, **Alliance**, and support pages. Each section is populated with initial content (texts, links, and media) showcasing the project's mission, partners, and outputs. The design follows the RESkill4NetZero branding and includes the required EU emblem and funding disclaimer in the footer of every page.

- **Skills Platform & Resources:** A **"Skills Platform"** area hosts curated training content and career resources. At M12 this includes a catalogue of **renewable energy Urgent training courses** (covering high-demand skills in solar, wind, heat pumps, etc.) and a placeholder

for **renewable energy job opportunities** (the "Renewable Energy Jobs" page, currently under development). Each course listing provides a description, provider, duration, and link for more details, helping promote and support adoption of renewable energy training materials on a pan-European scale. The hub will expand as new courses and materials become available.

- **Community & Support Tools:** Iteration 2 introduced interactive elements to foster stakeholder exchange and provide help. Prominent Call-to-Action (CTA) buttons on the site prompt users to join the LinkedIn community (expanding the conversation to a broader network), once following the LinkedIn channel they are invited to subscribe to the RESkill4NetZero newsletter (powered by LinkedIn, delivering biannual updates on platform content and events), submit best-practice resources, and contact the helpdesk for support. Behind the scenes, a simple workflow has been implemented: when a training provider clicks **"Contact us"**, they are taken to an online form where they can share a success story or training material. Submissions are then reviewed by the WP5 editorial team for quality and relevance before being published in the **Best-Practice Library** (ensuring a moderated, high-quality knowledge exchange) – see Iteration 2 details in Section 4.

- **Compliance with EU visibility requirements & Accessibility:** the EU flag and Erasmus+ funding statement are clearly displayed, and the required disclaimer appears on informational materials. A **Privacy Policy** page is live, detailing GDPR compliance (for example how contact form data and newsletter sign-ups are handled). The site is built to be **mobile-responsive**.

Why LinkedIn & Simple Workflows? Long-term sustainability considerations led the consortium to avoid complex custom development. Instead, the platform is **"light and lean"**, integrating readily available, and within budget solutions: a WordPress-based website for content, LinkedIn for community interaction, and embeddable form tools for intake. This ensures scalability within limited resources and makes the platform easier to maintain beyond the project's lifetime. For example, rather than building a bespoke forum (with significant maintenance needs), the project uses a LinkedIn group/page to facilitate discussions among training providers, tapping into users' existing habits. Similarly, support requests are handled via a simple web form (backed by email notifications to the coordinator & work package leaders), avoiding the need for custom ticketing software.

Early Impact and Next Steps. In its first months, the platform has already started to deliver value. Renewable energy training courses from several partners (wind turbine safety, heat pump design) are being promoted through the Skills Platform, connecting **educators, companies, and workers** with relevant materials. The LinkedIn community has grown steadily, with stakeholders sharing news and opportunities (for instance, project updates were highlighted at industry events such as the Installers' Summit, see Section 5). Baseline analytics (Section 7) show encouraging engagement, which will be used to inform ongoing improvements. Going forward, the focus will be on enriching content (adding more best-practice examples), refining the user experience (multilingual content and improved navigation), and integrating the platform's activities with the broader alliance and sustainability plans of WP6. By doing so, the RESkill4NetZero platform will continue to support other work packages' outcomes and remain a central tool for Europe's renewable energy skills community beyond M12.

In summary, Deliverable D5.2 confirms that the RESkill4NetZero platform is operational and meeting its objectives at the one-year mark: it promotes and supports adoption of renewable energy training materials, facilitates best-practice exchange among training providers, complies with EU visibility, privacy, and accessibility standards, monitors engagement with analytics and editorial oversight, and actively supports WPs 2–6. The following sections detail the methodology, features, and content of the platform, as well as the roadmap for its enhancement and sustainability.

2. Methodology & Delivery Approach

Design Principles. The platform was developed with a **pragmatic, user-centric approach**. Given the project's limited budget and the need for longevity, the team followed these key principles:

- **Leverage Existing Solutions:** Wherever possible, use proven tools instead of complex custom builds. The website is built on a standard content management system (with a template adapted to RESkill4NetZero's branding), and community interaction relies on LinkedIn's established infrastructure. This reduces development time and ensures reliability. For example, the "Contact us" form is powered by a third-party form service, providing functionality without unnecessary complications. By avoiding reinventing the wheel, we ensured the platform could be delivered on time and maintained easily.

- **Phase-wise Development:** The work was split into two main phases (iterations), aligned with project milestones M6 and M12. **Iteration 1** focused on getting the **core public**

website live by M6, containing essential information about the project and initial content. **Iteration 2** (the subject of this deliverable) built on that foundation to add the community and support features by M12, for instance, embedding LinkedIn and newsletter links, creating pages for training providers, and standing up submission forms. This phased approach allowed early feedback from users after the M6 launch to inform the design of the M12 features, and ensured that each component met its "Definition of Done" before moving on.

- **Stakeholder Input & Agile Refinement:** The platform's design and content structure were refined through ongoing input from project stakeholders (partners and target users). The WP5 team as well as the WP leaders team held brainstorms and reviewed early prototypes, for example, WP2 (Skills Intelligence) provided insight on how to present the skills needs analysis results on the site, and WP4 (Training Programme) advised on showcasing the pilot training courses to maximize uptake. This collaborative development process helped align the platform with user needs. For instance, training providers in the consortium requested a clear avenue to share their materials; in response, a "For Training Providers" section with guidelines and a submission form was added in Iteration 2 (Section 4). Feedback loops like these ensured the final deliverable meets the expectations of its diverse audience (policy-makers, industry, VET providers, job seekers).

- **Governance and Content Management:** WP5 lead set up a small editorial team to govern the platform's content and quality. This team established an internal posting schedule and content approval process. All new content (news articles, uploaded resources, etc.) is reviewed by at least one editor and checked against the project's messaging guidelines (defined in D5.1) for consistency. A simple model was developed to oversee community interactions: for example, comments or submissions from external users are monitored (any inappropriate or off-topic contributions on LinkedIn or via the site are flagged and addressed promptly). The responsible team will ensure that at least one update is published each two month (whether a news post, an event highlight, or a new resource), keeping the site fresh and encouraging repeat visits. This light governance structure keeps the platform active without requiring heavy bureaucracy.

- **Applying the RACE Methodology**: A core pillar of our approach, as set out in D5.1, is the RACE framework (Reach, Act, Convert, Engage) which has guided both the design and delivery of the platform and our monitoring strategy.

- o **Reach:** The project prioritized launching a public-facing site (M6), implementing basic SEO, and leveraging partner networks and LinkedIn to maximize initial visibility. Press releases, news items, and event listings have been used to drive traffic to the platform.

- o **Act:** The platform is structured around clear calls-to-action, such as "Follow on LinkedIn" "and "Contact us", as well as curated Skills Platform content and event recaps that prompt users to explore and interact.

- o **Convert:** Training providers and stakeholders are encouraged to use the contact us, submit best practices and resources, and make enquiries via the helpdesk. Trainings are signposted for easy adoption, and the submission workflow ensures that contributions are reviewed and published efficiently.

- o **Engage:** Ongoing LinkedIn conversations, polls, and the biannual newsletter foster community engagement. The event-to-platform loop (Solar Jobs & Skills Day, Installers' Summit) sustains participation and knowledge exchange, while analytics and feedback loops inform continuous improvement.

Each stage of the RACE framework is measured through the KPIs and baselines set out in Section 7, ensuring that the platform is not only launched and populated, but also actively driving, converting, and sustaining engagement in line with project objectives.

- **Acceptance Criteria – Definition of Done:** To ensure that Iteration 2 fully met its objectives by M12, the team will develop a **checklist** covering all deliverable requirements. Key acceptance criteria included: all main sections (Home, About, Results, News & Events, Skills Platform, Partnership/Alliance) present and populated with initial content (LinkedIn follow, newsletter subscribe, contact form) implemented and functional; dedicated pages live for at least two flagship events (Solar Jobs & Skills Day, Installers' Summit, etc…) as evidence of community exchange; EU funding acknowledgment visible; privacy and cookie notices in place; Google Analytics running to capture baseline traffic; and the moderation workflow documented and agreed. Before the M12 launch, each item was verified. For instance, the team confirmed the **EU emblem and funding statement** display properly on the site, tested a dummy submission through the resource form (to ensure the process from user input to internal notification worked), and recorded initial analytics readings as "baseline KPIs".

This methodical approach (grounded in realistic use of technology, phased delivery, stakeholder

engagement, light governance, and clear acceptance criteria) resulted in a platform that was delivered on schedule and fit for purpose. The following sections detail the platform's structure and content (Section 3), the community and support features (Section 4), and how the platform interfaces with the rest of the project (Section 5). Sections 6 to 9 then discuss compliance, monitoring, and future plans, demonstrating how the approach above not only met the immediate goals but also set the stage for continuous improvement.

3. Platform Overview & Information Architecture

The RESkill4NetZero platform is structured to be intuitive for users while showcasing the project's breadth. This section describes the major sections of the website, their content and purpose, the information architecture (navigation, tagging, cross-links), branding elements, and how EU visibility requirements are integrated.

3.1. Site Structure and Sections.

The top-level navigation menu organizes content into logical sections, each corresponding to a facet of the project:

- **Home:** The landing page welcomes visitors with a concise introduction and project tagline ("Boosting green energy careers"). It highlights the mission: addressing the renewable energy skills gap by empowering the workforce. The Home page features a brief description (framed in plain language) and a prominent banner. Scrolling down, it offers a snapshot of latest updates: for example, a **"Latest News & Events"** teaser section automatically shows the title of the most recent project news article (e.g. the project launch news). Clear callouts on the home page invite engagement, a **"Learn more about the project"** button linking to About, and eye-catching icons prompting visitors to follow the LinkedIn page or join the newsletter. The design is clean, with visuals (project logo and photos of renewable energy scenarios) to engage the audience. In short, Home answers "What is RESkill4NetZero and what's new?" at a glance.
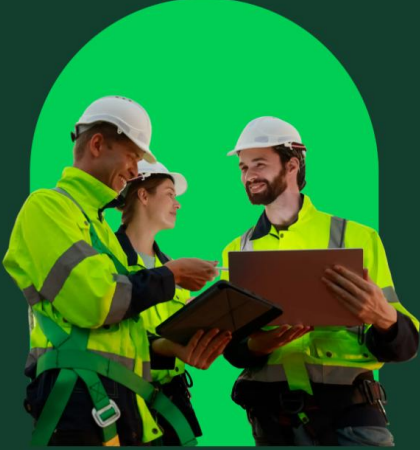
Figure 1 - RESkill4NetZero Home Page

- **About:** This section provides the context and "who's who" of the project. At the top, an **About the Project** page describes the project's objectives, scope, and alignment with Europe's net-zero goals. It emphasizes that *"the transition to a net-zero economy is not solely about technological advancements it's about people"*, echoing the project's ethos. Below the narrative, the Partners are showcased: the logos of all 20+ consortium members, are displayed in high resolution, each linking to the partner's own website. This gives visibility to the alliance behind the platform. There is also a subsection on associated initiatives, noting that the project operates under the Erasmus+ Programme and is part of the Renewable Energy Skills Partnership (tying into WP6). By listing partner expertise and roles, the About section builds credibility and shows the multi-sector collaboration driving the platform.

Figure 2 RESkill4NetZero About page

RESkill
4NetZero
Boosting Green Energy Careers
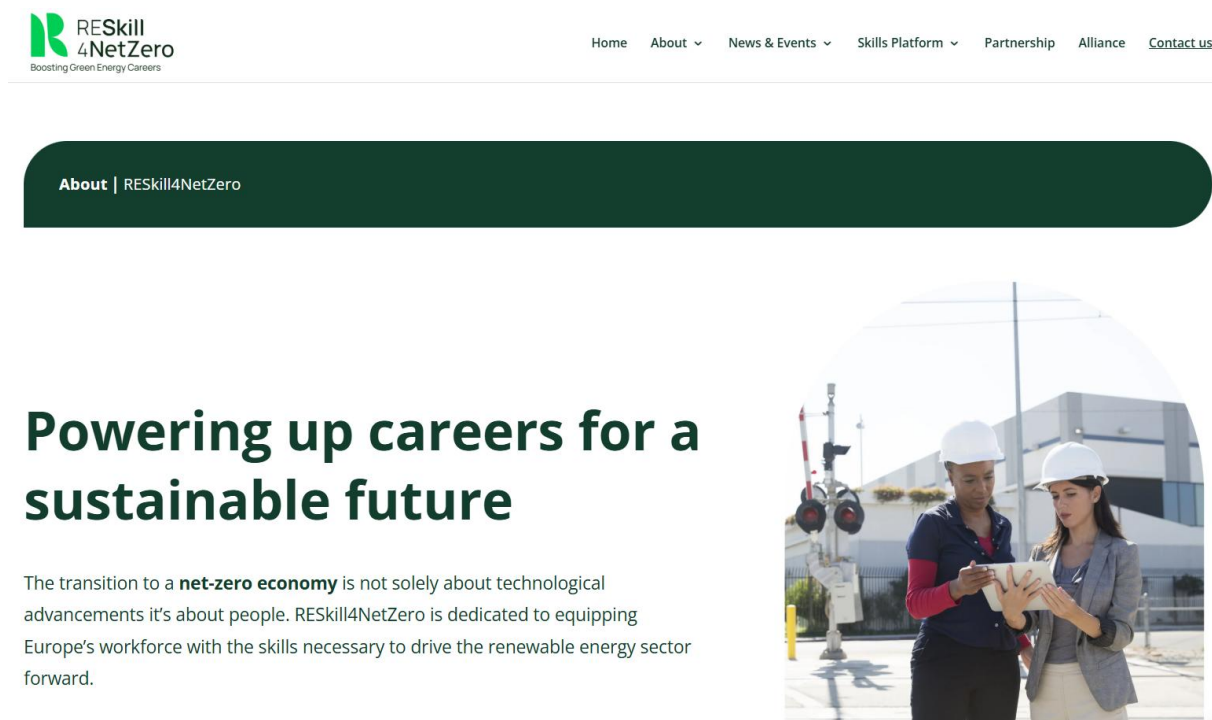
Through training and resources, we support educators and companies in equipping current and future workers with the skills they need to work in the renewable energy field. This collaboration is all about building a robust, future-ready workforce for Europe's green economy.

The project will focus on

Creating clear career pathways

Developing smart, flexible training

Offering EU-wide recognised qualifications

Facilitating industry connections

Our goals

Make green careers visible and accessible to all

Design high-quality training for a fast-evolving sector

Support mobility across Europe

Build a lasting ecosystem of skills intelligence for a strong, resilient workforce

- **Results:** Since RESkill4NetZero is an Erasmus+ project, a Results page compiles the official project outputs and findings. Here, users can download public deliverables (reports, strategies) and view summaries of key results to date. For instance, by M12, **D2.1 Occupational Profiles & Needs Analysis** and **D5.1 Communication and Dissemination Strategy** are described and offered as PDFs, we will also upload shortly after deliverables 2.2 (European Renewable Energy Skills Strategy) ; 4.1 (4x training programmes to address urgent needs of the RE sector, deployed at scale and effectively via the NZIA platform) ; and 5.2 (European Renewable Energy Skills Platform). The page is structured with brief descriptions of each deliverable (targeting a non-technical audience) followed by a download link. Infographics or key facts from those deliverables may be embedded for quick insight. The Results section ensures the platform not only disseminates training content but also the knowledge created in WPs 2 to 4, thereby supporting exploitation of results (external stakeholders can easily find and use the project's research and frameworks). It will be updated as new deliverables (e.g. VET curriculum and training package in later years) become available.

Figure 3 RESkill4NetZero Results Page
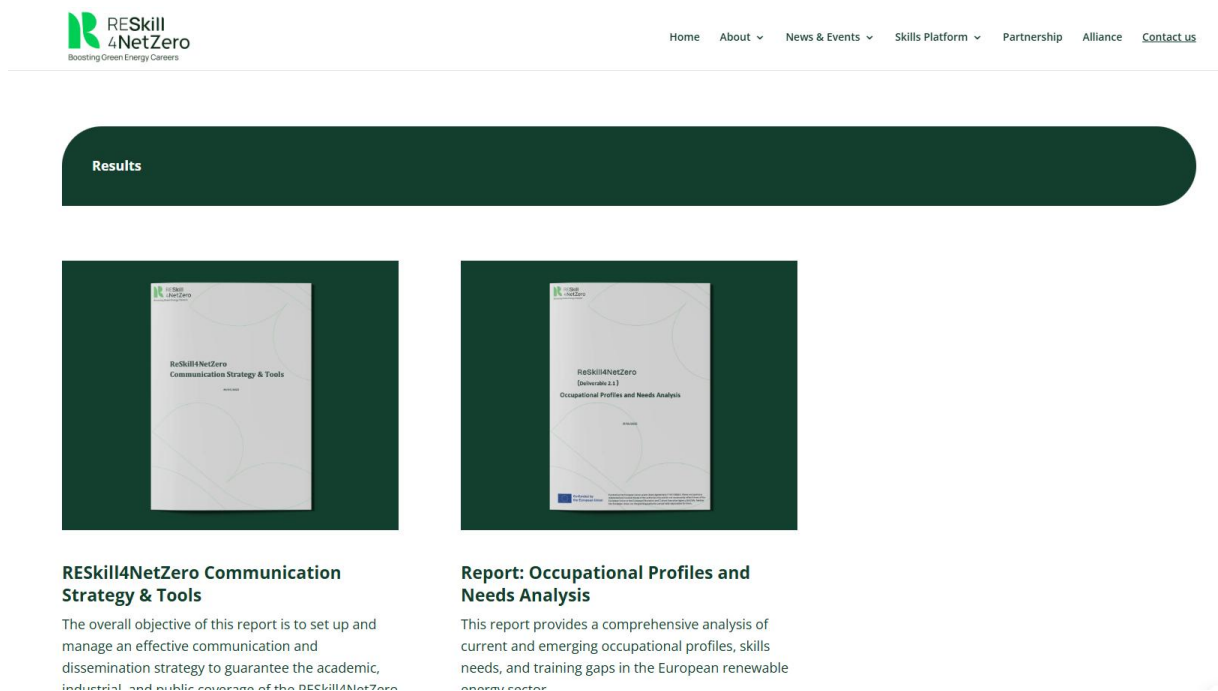
- **News & Events:** This is the dynamic newsroom of the platform, featuring updates, announcements, and coverage of relevant happenings. It is divided into two streams for clarity:

  - **Project News & Events:** updates directly about RESkill4NetZero (e.g. *"Project launches to develop trainings and boost clean energy careers"*, *"RESkill4NetZero showcased at solar jobs and skills day…."*). These are typically short articles or blog posts authored by the consortium, often accompanied by imagery. Each news item is tagged by category ("Project news", "Event") and date. The listing page shows an excerpt of each post, sorted chronologically[1]. For events, it includes both upcoming events (with date and registration info) and post-event summaries. By M12, at least one major project event news is live: the site features a recap of the project's kick-off and first stakeholder workshop that took place earlier in the year.

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[1] https://reskill4net-zero.eu/project-news/

Figure 4 - RESkill4NetZero Project News & Events Page
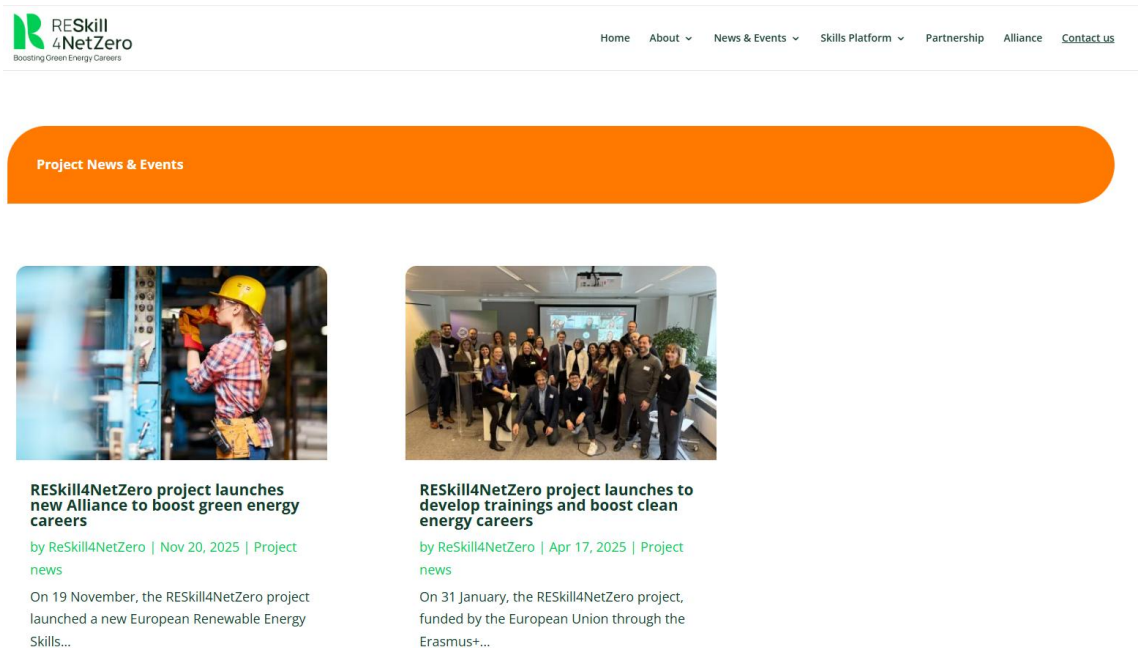
- o **Partners' News & Events:** recognizing that our consortium members and broader alliance are active in the sector, this section aggregates news from partner organisations relevant to skills and training. For example, if a partner (like GCP Europe or EHPA) publishes a story about a new training programme or a policy development, it can be linked or summarized here. This content is labelled as "Partner News" to distinguish sources. One example as of M12 is an article by GCP Europe announcing the platform's launch with new HVAC training courses[2]. The platform thus also acts as a **sector news hub**, facilitating knowledge exchange beyond the project's direct activities. Within each News article page, there are internal cross-links to ensure coherence (for instance a news post about an event will link to the Events page or relevant Skills Platform content mentioned, encouraging deeper exploration of the site. A visitor reading about the Solar Jobs & Skills Day news can click through to a dedicated event page (see below) or the LinkedIn post about it, ensuring the story continues across platforms.

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[2] https://gcpeurope.eu/news/reskill4netzero-website-now-live-new
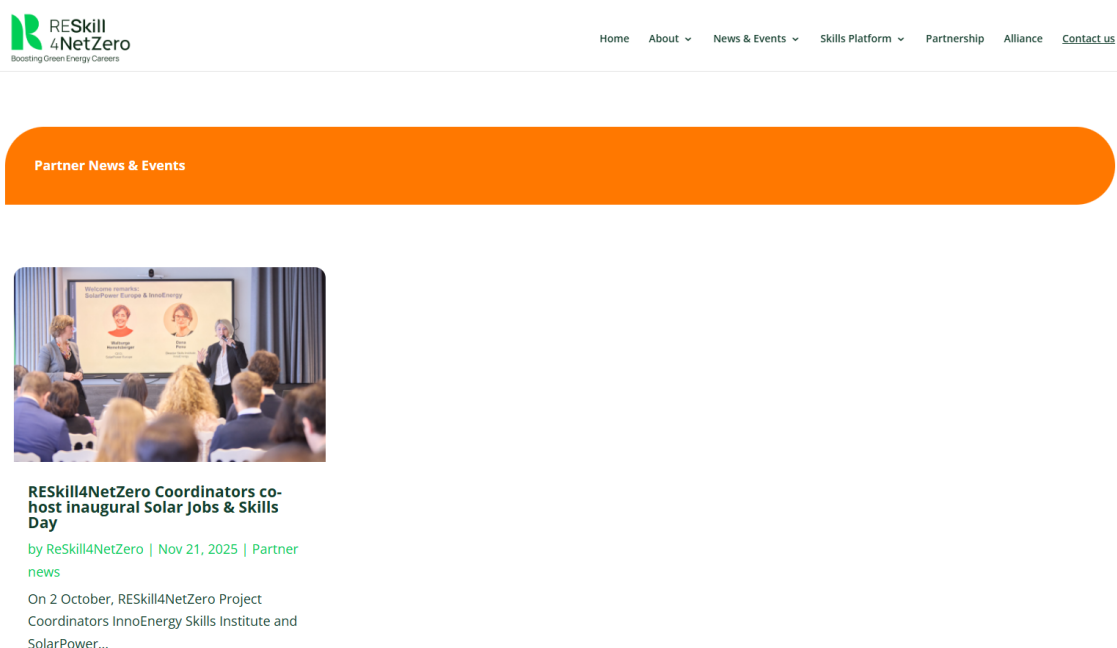
- **Skills Platform:** This is the heart of the platform's content serving our ultimate end-users, the individuals and institutions looking for renewable energy skills development. The Skills Platform functions as an umbrella, under which we have sub-pages:

    - **Renewable Energy Trainings:** a curated directory of training opportunities. The platform currently lists **numerous high-demand courses** contributed by project partners (with more to come). Each training entry is presented as a card or section with the course title, provider name, duration, language, and a concise description of what the training covers.

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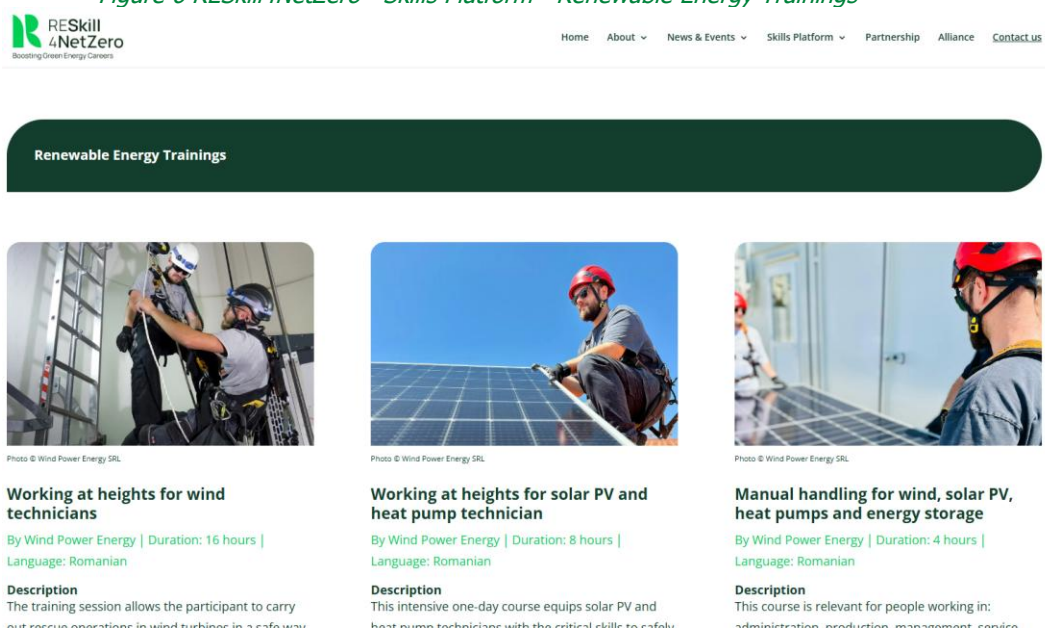
o For example, *"Working at Heights for Wind Technicians"* (a 16-hour course by Wind Power Energy SRL in Romanian) is listed with a summary about rescue operations in wind turbines and a link to "View course" for details.

Figure 7 - Working at heights for wind technicians

o Another example could be the, *"Design and Planning of Heat Pump Systems"* by OHKW Klimajobs (2-day course in German).

Figure 8 - Design and Planning of Heat Pump Systems

Working at heights for wind technicians

By Wind Power Energy | Duration: 16 hours | Language: Romanian

Description
The training session allows the participant to carry out rescue operations in wind turbines in a safe way. The module includes PPE handling, maintenance and inspection. This module is a prerequisite for any work on wind turbines.

Cost
Target audience
Certificate Offered
Application Deadline
Format

View course

Design and Planning of Heat Pump Systems

By OHKW Klimajobs GmbH | Duration: 2 days (16 teaching units) | Language: German

Description
This hands-on course provides a comprehensive introduction to planning and integrating heat pump systems into existing buildings. Participants learn both the fundamentals and advanced techniques for designing, sizing, and optimising systems using solar energy, storage tanks, and planning software.

Cost
Date
Target audience
Certificate Offered
Application Deadline
Format

View course

13

These entries directly implement the platform's goal to promote and support adoption of training materials: instead of creating training content itself, the platform amplifies existing quality trainings by making them easier to find. Each listing links either to an external site (if the course is hosted elsewhere) or to contact info for enrolment. The courses are tagged by topic (solar, wind, heat pumps, etc.) and skill level, allowing users to filter or search within the page. The initial set of courses focuses on those identified as urgent skill needs (per WP4's analysis), such as basic electrical and mechanical training for renewables and safety courses. This library will grow as new trainings (including those developed by RESkill4NetZero in WP4) come online. By Month 12, the presence of these courses demonstrates that the Skills platform is live and fulfilling its purpose, indeed, a partner news article has proudly touted *"the RESkill4NetZero Skills Platform now offers targeted courses to empower Europe's workforce"*.[3]

- o **Renewable Energy Jobs:** a page intended to guide users toward job opportunities and career resources in the clean energy sector. At M12, this page is marked as **"Under Construction"**, as the project is determining how best to aggregate job information. The plan (remarked in the content) is to provide links to existing clean energy job boards and possibly highlight sample job roles corresponding to the training programs (to show the career pathways). For now, a placeholder message on the page informs visitors that the feature is coming soon[4]. Once active, this page will complement the Trainings page, together forming a one-stop "Skills and Careers" hub. For example, a user could take a course listed on the platform and then check the Jobs page for open positions that require that course's skills, illustrating a full pipeline from training to employment.

- **Partnership:** Focuses on the **European Renewable Energy Skills Partnership (RESP)**, which is an alliance of stakeholders (industry associations, education bodies, etc.) that the project is nurturing. This page provides an overview of the Partnership's mission and its link to the EU's policy context. It explains how the project is part of a larger movement (referencing the Pact for Skills and Net-Zero Industry Academies) and lists the organisations involved in the Skills Partnership beyond the core consortium. For instance,

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[3] [RESkill4NetZero website now live with new HVAC trainings! | GCP Europe](#)
[4] https://reskill4net-zero.eu/renewable-energy-job/.

if additional industry partners or endorsers joined through the Pact for Skills, they are mentioned here. We planned to add by December 2025 a **"Join Us"** call-to-action (for interested entities to get in touch if they want to become members of the partnership or stay informed about its activities). By articulating the Partnership, the platform underscores its support for Work Package 6 (sustainability and scale-up), making clear that this website is not just a project dissemination tool, but a foundation for an enduring skills partnership in Europe. The page might include quotes or statements of support from notable partners or public authorities.

Figure 9 - RESkill4NetZero Partnership Page
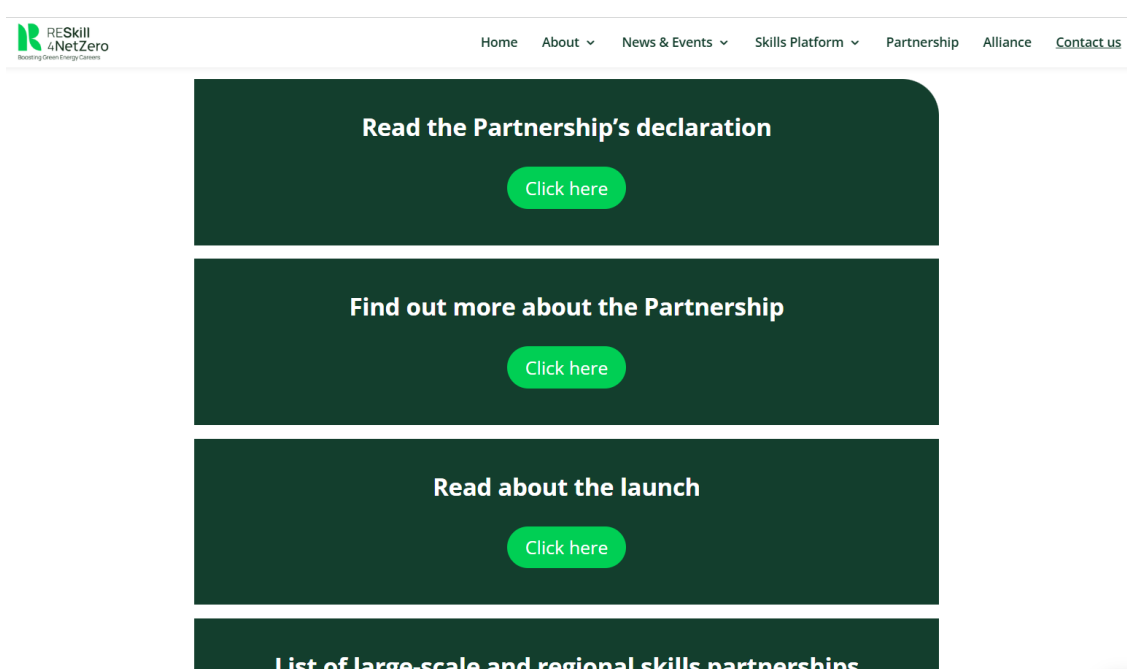
- **Alliance:** Dedicated to the concept of a **Renewable Energy Skills Alliance** (the forward-looking, permanent network emerging from this project). This section is somewhat forward-facing: at M12, it introduces what the Alliance will be (objectives, planned structure) and invites the community to "stay tuned" or contribute ideas. Notably, the platform will be used to facilitate discussion about the Alliance such as the engaging discussions that took place during the Installers' Summit 2025 event: the consortium opened consultation on how the Alliance should operate. The Alliance page will include a summary of those discussions and a list of all members of the alliance. By embedding this engagement on the platform, WP5 supports WP6 by collecting feedback crucial for the Alliance's design. Over time, as the Alliance formalises, this page will likely evolve into the Alliance's home (with its members, charter, etc.). For now, it serves to **bridge the project**

with the post-project vision, signalling that the platform will coexist with and support the broader initiative beyond the Erasmus+ funding period.

- **Contact Us:** Accessed via a "Contact Us" link (often in the top menu or footer). This is a support tool for any user needing assistance or looking to reach the project team. The Contact Us page provides a simple web form (name, email, message) for inquiries, as well as an email address (e.g. info@reskill4netzero.eu) for direct contact. It's labelled as a helpdesk for training providers or stakeholders who need guidance on using the platform or engaging with the project. The form is configured to send submissions to the Project Coordinator and WP5 leaders, then the queries are forwarded to the concerned WP leaders. This mechanism ensures that interested parties (for instance, a VET college wanting to collaborate, or a regional authority seeking more info) can easily get in touch. Notably, the contact page also serves as a channel for moderation or support (if someone has an issue with the site or a suggestion, they can report it here). The responsiveness (replying within a few working days) is part of the editorial workflow.

3.2. Navigation & Cross-Linking.

The site's navigation is designed to be clear and to encourage exploration:

- The main menu (as described above) appears at the top of every page, so users can quickly jump to any major section. Menu items with sub-pages (like News & Events or Skills platform) have dropdowns for direct access. For example, hovering over "Skills Platform" in the menu shows quick links to "Trainings" and "Jobs" pages, which simplifies jumping directly to those content areas.

- Each page is interlinked with others where relevant (internal cross-links). The description of a training course could link to a related news post ("This course was highlighted during SolarPower Europe's Solar Jobs report launch"). These contextual links help users connect the dots and experience the platform as an integrated whole rather than isolated pages.

- Tagging and categorisation also aid navigation. News items are tagged (project vs partner, type of event, etc...), and the news listing page allows filtering by those tags (clicking "Project news" will show only project-authored updates).

- The platform also smartly cross-links to external resources when relevant. For instance, on the Alliance page, it might say "related initiatives such as the EU Pact for Skills" linking to the Pact's website; or the Partnership page might link to the Erasmus+ Project Results

platform entry for RESkill4NetZero. While external, these links show the site as a gateway to the wider ecosystem.

3.3. Branding and EU Visibility.

The platform strictly follows the RESkill4NetZero visual identity (as defined in D5.1 Communication Strategy & Tools):

- The **logo** is prominently placed on the top-left of the site header and in the footer. The colour scheme (a clean white background with green and secondary colours from the project's palette) and typography (sans-serif fonts for modern look) are consistent throughout. Each page uses the same header style and footer style, reinforcing the brand.

- The **EU emblem and funding statement** is included as required: at the bottom of each page, the European Union flag icon is displayed alongside the text *"Funded by the European Union under Grant Agreement n°101186624…"* (the full disclaimer text). This text is clearly legible and satisfies Article 17(2) obligations. Additionally, any downloadable document (PDFs of deliverables in the Results section) carry the EU emblem and funding acknowledgment on their cover page (this was ensured by using the EU-branded deliverable template in Annex).

- All **communication materials** accessible via the platform also respect EU visibility guidelines. For example, the site's About us or Partners page includes the Erasmus+ logo indicating the programme, and an Acknowledgements note crediting the funding and including the standard disclaimer about views being those of the authors, etc. (mirroring the footer text).

- **Accessibility**: The platform's branding is balanced with accessibility needs. High-contrast text is used on background colours, images have alternative text attributes describing them for screen readers (for instance the project logo is tagged as "RESkill4NetZero logo").

In summary, the platform's information architecture ensures that users can easily find information relevant to them, whether they are a policy maker looking for project results, a training provider looking to share or gain resources, or a job seeker exploring opportunities. The site's structure aligns with the project's goals: it clearly separates static information (About, Results) from dynamic and community-driven content (News, Skills Platform, Library), but interlinks them to create a cohesive user journey. A hypothetical user journey might illustrate this coherence:

Example User Journey: A vocational training provider hears about RESkill4NetZero via LinkedIn

and visits the site. On Home, they get a quick sense of the project and see "For Training Providers". There, they read how they can contribute and decide to submit an inquiry to share a success story about their solar training program. After filling the submission form, they browse the Results sections and download a deliverable (such as deliverable 2.1 Occupational Profiles and Needs Analysis). Intrigued, they navigate on the News and events. click on a link to Solar Jobs & Skills Day news, reading how peers discussed workforce challenges. They follow a prompt to join the LinkedIn group to continue the conversation. Within a short visit, this user discovered resources, took action to share their own, and connected with the community, all enabled by the intuitive structure and cross-links of the platform.

Finally, the platform's compliance with branding and EU visibility standards not only fulfils requirements but lends credibility, users immediately recognize the EU support and the professional appearance, which engenders trust.

By covering both the "content skeleton" and the "look-and-feel" as described above, the platform meets its mandate to be an informative, engaging, and compliant interface for RESkill4NetZero. The next section will delve into the community and support features (Iteration 2 additions) in more detail, building on the structural overview provided here.

4. Community & Support (Iteration 2 Features)

One of the major objectives by Month 12 was to augment the basic website (iteration 1) with **community interaction and support tools**, effectively turning the platform from a one-way information source into a two-way engagement hub. Iteration 2 delivered several key features towards this goal: integration with LinkedIn for community building, activation of newsletter communications, creation of a feedback and intake workflow (forms for contributions), and dedicated support content for training providers. This section describes these features and how they operate, and provides evidence of the community's early growth and best-practice exchange, including through key events.

4.1. LinkedIn-Centred Community Layer.

After evaluating various options (forums, a custom portal, Facebook/LinkedIn groups, etc.), the project chose to centre its online community on **LinkedIn**, due to its professional user base and low barrier to entry. Concretely, the RESkill4NetZero team established a LinkedIn Company Page for the project in early 2025 and heavily integrated it with the platform:

- The website prominently features LinkedIn icons and links (in the header and footer, and via a dedicated button **"Follow on LinkedIn"** on the Home and Community pages). When

clicked, this directs users to the RESkill4NetZero LinkedIn page (which opens externally). Users can then follow or subscribe with a single click, joining the project's network. This approach has proven effective, as of M12, the LinkedIn page has over 200 followers, including VET providers, industry association members, and policymakers. This count is aligned to our initial expectation for the first year, indicating strong interest generated by events and outreach.

- The **LinkedIn page** is actively maintained: the WP5 communications team posts updates roughly every two weeks.

  o These posts range from sharing new training courses (e.g. "👷 *Are you interested in expanding your skills and working in the renewable sector? Wind Power Energy has launched several short courses designed to [hashtag#upskill](#) professionals to work safely with wind, solar PV, heat pumps and energy storage*" with a link to the site)

Figure 10 - LinkedIn Post example 1 – Promoting trainings
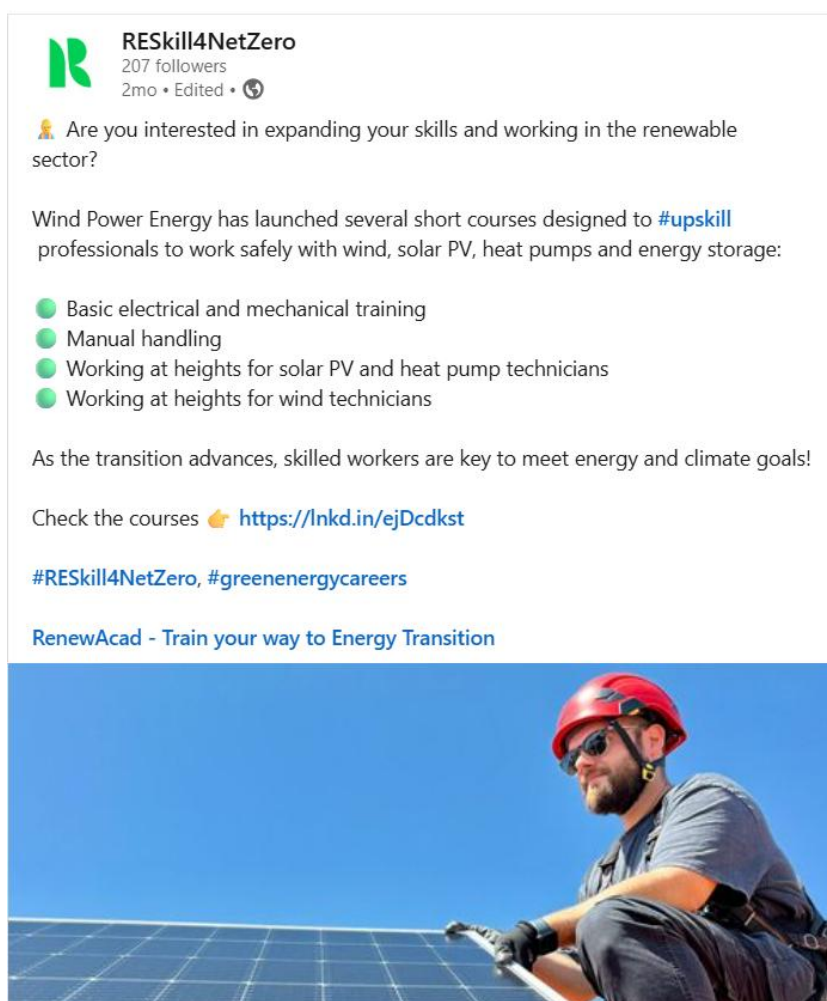
- to announcing events ("🌱 *Two weeks to go! The Conference: "Growing Renewable Skills in the Installation Sector" is coming to Brussels as part of this year's Installers' Summit, organised by* **[EuropeOn - The European Electrical Contractors Association](#)** *and* **[GCP EUROPE](#)** 👷 *Join us to discover more about the EU-funded project* **[RESkill4NetZero](#)** *and to attend the launch of the Renewable Skills Alliance!"*) to spotlighting partner news (*"EU Sustainable Energy Week highlights need for RE skills – see our platform for resources"*).
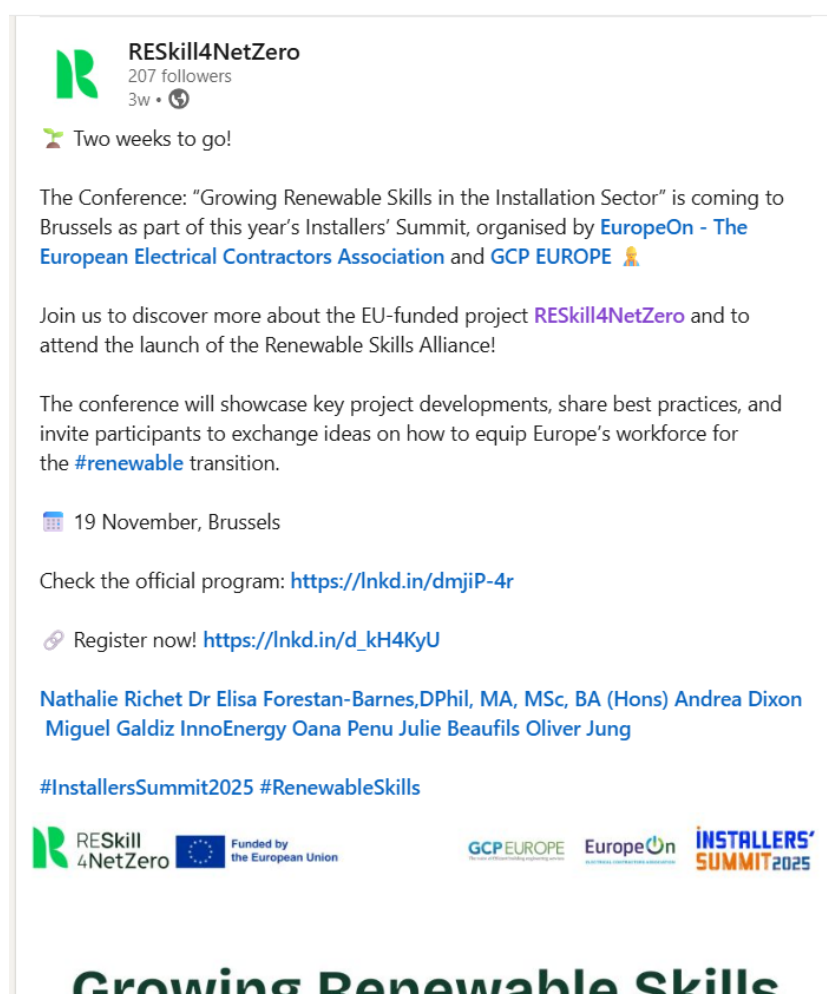
By doing this, the LinkedIn page drives traffic to the website for details, while also providing a space for followers to comment, like, and share, enabling conversation. For instance, a post about the Solar Jobs & Skills Day recap invited reactions and comments from attendees, who then discussed further training ideas in the comments thread (effectively functioning as a mini-forum on LinkedIn).

- **LinkedIn Newsletter:** In addition to short posts, the project will launch a LinkedIn Newsletter in December 2025 titled "RESkill4NetZero Updates" (leveraging LinkedIn's newsletter feature). This serves as a more in-depth update channel. The newsletter is planned to be published biannually starting after the first year (every 6 months) as per the Communication Strategy, summarizing progress and upcoming activities. The advantage of LinkedIn's platform is that anyone following the page can subscribe with one click, and LinkedIn notifies all subscribers of new issues, often yielding higher open rates than traditional email newsletters. The first issue of the newsletter will be released around M12 – M13 featuring:

    - A **headline story** on the **Skills Platform launches** and community tools now live,

    - A spotlight on one **training success story** (e.g. how a we surpassed the 400 trainee KPI for the urgent courses),

    - An overview of **recent events** (Solar Jobs & Skills Day, Installers' Summit) with key takeaways,

    - and a section on **what's next** (calls to action for providers to submit content, as well as dates of any scheduled webinars in WP5). The newsletter will be published on LinkedIn and will also be cross-posted on the website (the content is mirrored in the News section for accessibility outside LinkedIn). This way, even those not on LinkedIn can read it via the platform site. Within the first 6 months of launch, we aim to have the newsletter gather around 150 subscribers, a mix of project stakeholders and LinkedIn followers who opted in. The platform's newsletter component addresses the dissemination requirement by pushing summarised content to interested audiences, ensuring regular engagement beyond just website visits.

- **LinkedIn Community Interaction:** The community is not just passive readers. The project encourages engagement by asking questions in posts or promoting workshops and events, such as the Installer Summit or the Solar Jobs and skills day. Through these mechanisms, training providers and other stakeholders start interacting with each other. This LinkedIn dialogue serves as a surrogate for a platform forum. The WP5 team monitors these interactions and feeds relevant insights back into content; for example: several LinkedIn commenters requested more info on battery storage training, so we plan to add a section for energy storage courses in the Skills Platform (noted in Roadmap).

In sum, by integrating LinkedIn, the platform achieves a **community feel without hosting a forum**: users connect via an established network, discussions are happening (on LinkedIn posts instead of on-site), and network effects help grow the audience (every comment or share on LinkedIn exposes our content to that person's network). This approach is sustainable because it doesn't require separate forum maintenance and benefits from LinkedIn's frequent usage among professionals.

4.2. Events as Community Channel.

Two major events in 2025 were leveraged to build and evidence the community and best-practice exchange aspects of the platform: the **Solar Jobs & Skills Day 2025** and the **Installers' Summit 2025**.

- **Solar Jobs & Skills Day 2025:** Co-hosted by SolarPower Europe and InnoEnergy on 2 October 2025 in Brussels, this event convened policymakers, industry leaders, and training experts to address workforce challenges in solar. The platform was both promoted at the event and enriched by its outcomes. Prior to the event, the site's News section invited stakeholders (via an announcement post) to attend, highlighting it as *"Shaping the European solar workforce of tomorrow* ☀️ 👷 *On 2 October, our partners* **SolarPower Europe** *and the* **InnoEnergy** *Skills Institute are organising their Solar Jobs and Skills Day event in Brussels! This high-level event will bring together European policymakers, solar industry leaders, training providers, and skills partners, to tackle skills gaps, shape future career pathways, and examine how new technologies such as AI are redefining workforce development for the future solar industry."*

Figure 12 - LinkedIn Post Solar Jobs and Skills Day
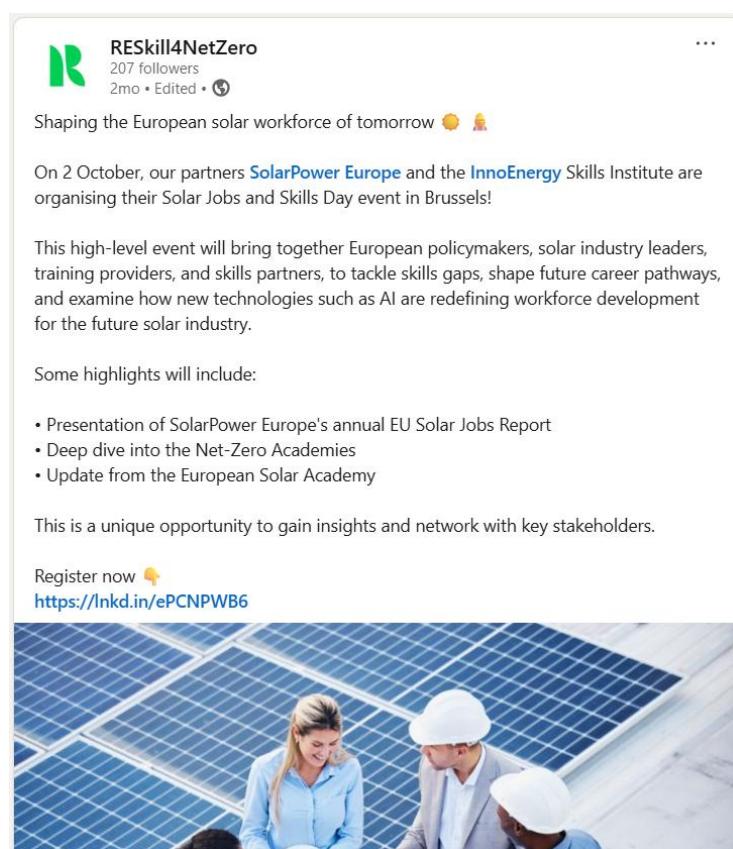
Figure 13 - Solar Jobs and skills day recap page

RESkill4NetZero Coordinators co-host inaugural Solar Jobs & Skills Day

by ReSkill4NetZero | Nov 21, 2025 | Partner news
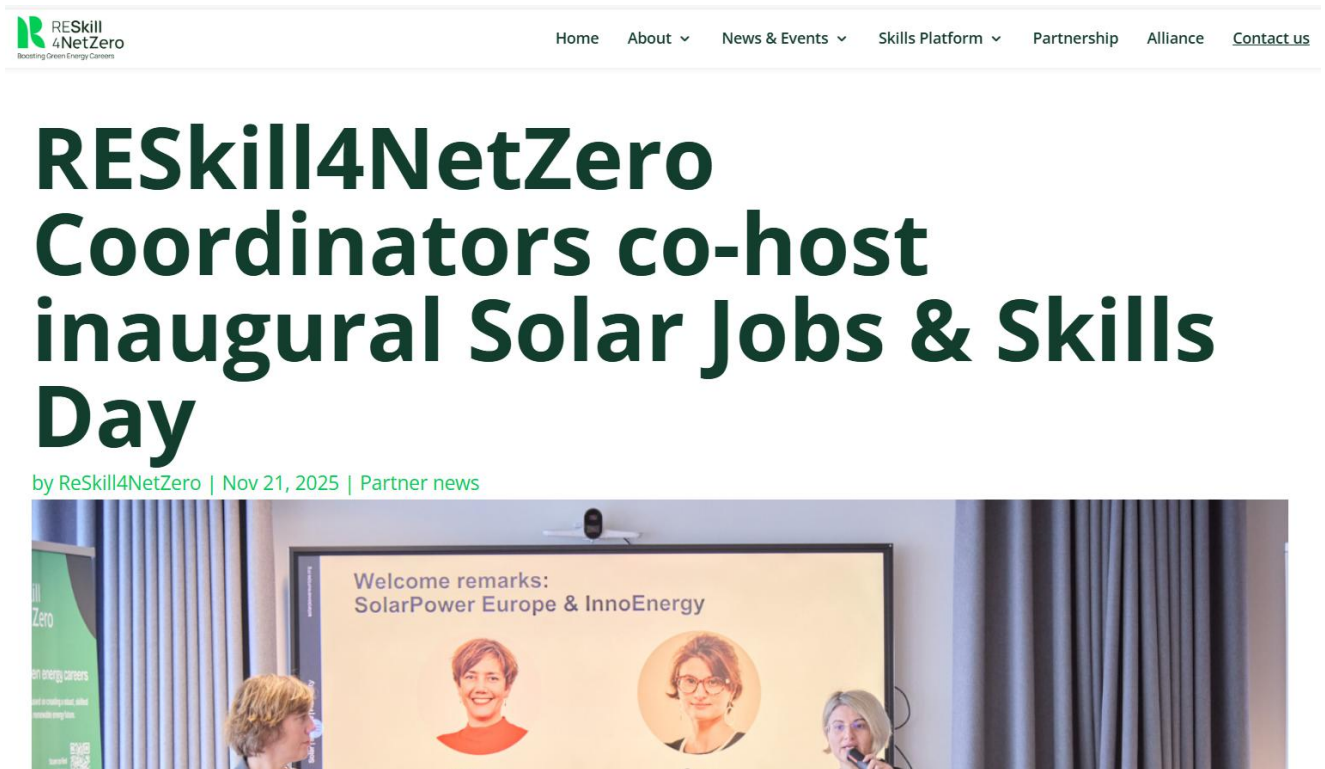
After the event, a detailed **event recap page** was published on the platform (under News & Events) summarising key discussions and best practices shared:

- It noted the keynote by DG EMPL on tackling skills gaps and the EU's Union of Skills strategy .

- It recounted the **training-focused sessions**, including one led by InnoEnergy and SolarPower Europe on solar training schemes, which *"centered on sharing best practices and insights from participants"* .

- It highlighted practical outcomes, such as a panel where various organisations (e.g. InnoEnergy Skills Institute, European Solar Academy) exchanged ideas on scaling training, and a consensus on the need for aligned certifications .

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Community-wise, the event drove engagement: the LinkedIn recap post of the event sparked conversations (with attendees tagging colleagues and continuing discussion online). The platform effectively bridged the physical event and the online community, and those who saw the recap online felt part of the dialogue. Moreover, we published pictures and insights from the event on LinkedIn as well as reposted a video of the event

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- **Installers' Summit 2025 ("Growing Renewable Skills in the Installation Sector"):** Which was held on November 2025 by GCP and EuropeOn, this conference featured RESkill4NetZero in a prominent role. A dedicated page on the Installers' Summit website even introduced our project to that audience, and our team used the occasion to gather feedback on the platform:

  - During the summit, consortium members presented the **progress of the Renewable Energy Skills Strategy and the Skills Platform**, explicitly soliciting input on the content and features. Attendees (installers, company HR representatives, training bodies) will be invited to suggest what additional support tools they'd like to see. This was effectively a community consultation.

  - The summit also facilitated **exchange of best practices**: for example, EuropeOn members shared how they handle continuous professional development for electricians moving into RE.

  - A key topic is the concept of the **Renewable Energy Skills Alliance** (which ties into WP6). The event acted as a springboard to discuss how an alliance could help after project end. The feedback (that companies want a central directory of certified training programs, and that trade associations can help with dissemination) will shape platform enhancements and is summarised on the platform's Alliance page.

On the platform, we published posts, outlining how the summit showcased project advancements and enabled idea exchange. One highlight: "👷 *Last week, the EU-funded project RESkill4NetZero took centre stage at the "Growing Skills in the Installation Sector" conference, organised during the hashtag#InstallersSummit2025 by EuropeOn - The European Electrical Contractors Association and GCP EUROPE.*

After an introduction to the project by Oana Penu, Director of the Skills Institute at InnoEnergy and a keynote speech by Rémi Mayet, Advisor to the Director for "Just Transition" at DG Energy, the event incliuded:

✔️ *Key perspectives for Europe's skills agenda, with Dr Elisa Forestan-Barnes,DPhil, MA, MSc, BA (Hons) Director of Skills Intelligence Solutions at Abodoo, Anna Banczyk, Head of Unit "Vocational Education and Training, Cedefop European Commission and Cedric Borzee, Director at NIIT.*

✔️ *The official launch of the Renewable Skills Alliance, introduced by Eva Schultz, Member of Cabinet to Commission EVP Roxana Minzatu.*

✔ Best practices from across Europe by Johnny Petré, CEO of Installatörsföretagen, Jan Cromwijk, Programme Manager for EU Projects at Centraal Register Techniek and Paul Morolz, Managing Director at WKO Steiermark

A warm thank you to all speakers, participants and partners for contributing to a rich and forward-looking exchange on the skills for Europe's renewable future 🌱".

The news post contains a link to the conference programme and to our LinkedIn profile for those who want to follow up. This integrated approach turned event attendees into platform users and vice versa.

Through these events, the platform demonstrated its role in facilitating and documenting best-practice exchange:

- Best practices were not only discussed but captured and recorded as content (an annexed list of training tips, event summaries, Q&A).

- The events seeded future community content, and we aim that the contacts that will be made at the Installers' Summit would lead to new contributors for the Best-Practice Library.

- The platform's community grew as a result: after these events, we saw an uptick in LinkedIn followers and newsletter subscribers (likely because attendees signed up), for instance, about 30 new followers joined in the week following Solar Jobs Day, many of them participants who scanned the QR code of our LinkedIn page shown at the event.

4.3. Intake and Curation Workflow.

A core part of "community support tools" is providing ways for the community to input content and for the project to curate that content. By M12, the following workflow is implemented:

- **Submit a Resource**: On the For Training page (and also via a persistent button in the site's footer), there is a call-to-action: *"Contact us"* This leads to an online submission form. The form asks for a title, description, and the contributor's contact info. It also asks the submitter to categorize the resource. This structured input helps the curation team.

- **Editorial Review**: Once submitted, the content is sent to a designated email inbox for WP5 editors. The team reviews the submission against acceptance criteria:

  o Relevance (is it indeed about renewable energy skills/training?),

  o Clarity (is the provided description clear, or does it require editing?),

- Appropriateness (no overt advertising or unrelated material),

- Completeness (ensuring enough context is provided to be useful). Minor edits are made if needed (fixing typos, adding a preface). If a submission is not suitable, the team politely follows up with the submitter with feedback (maintaining a friendly tone to encourage future contributions).

- **Publishing & Credit**: Once approved, the resource is published in the most appropriate section the website. Each resource entry credits the contributor. For example, the first contributed training - [Masterclass | State of play of biogases in Europe: market & trade - Renewable Gas Training Centre](#).

- **Follow-up**: The platform then helps disseminate that new resource. A brief news blurb or LinkedIn post may announce, "" The contributor is tagged on LinkedIn, which often prompts them to reshare it to their network – expanding reach. This loop closes the engagement: the provider who submitted sees their content live (satisfying them and building trust in the platform), and the wider community benefits from the knowledge.

By M12, we have processed at least one such submission through this workflow (the French case study mentioned) [Evidence needed for specifics]. The process worked smoothly, demonstrating that even with a small team, valuable content from the community can be harnessed and curated for all to benefit. Over the next months, we expect more resources to flow in (the WP5 team has already identified a few partners who have promised to submit their training modules or evaluation reports).

4.4. Provider Support Page.

The **For Training Providers** page (covered in Section 3) and the **Contact helpdesk** form are key support features delivered in Iteration 2:

- The **Training** page is essentially an area where trainings can be displayed, offering inviting training providers to share their questions or ideas as well as potential request to display their trainings. It answers anticipated questions like *"How do I get my courses listed on the platform?"*, *"What kind of resources can I share in the Best-Practice Library?"*, *"Who can I contact for help or collaboration?"*. Each question can be requested through the form and will be promptly answered with a maximum delay of a week. The page also links to WP2 and WP3 outputs that might help providers, such as the Skills Strategy (which providers can use to align their curricula) and upcoming curriculum guidelines.

- The **Contact** form itself (as mentioned, accessible via "Contact Us") was tested in Iteration 2. A process is in place to triage inquiries: general questions about the project or platform are answered by the WP5 comms team; technical issues with the site are forwarded to the web developer; offers to collaborate or requests for information are passed on to the relevant WP lead (a company wanting to partner on training is directed to WP4 lead, etc.). By M12, the volume of inquiries has been modest. We will log all inquiries in an internal tracker, which also helps identify common needs to address via FAQ on the site if needed.

4.5. Community Metrics & Moderation.

Moderation is light so far, given the professional nature of the audience. We have not encountered inappropriate behaviour. The **Metrics** so far attest to growing engagement:

Figure 14 - Number of Visitors of the Renewable Energy Skills Platform

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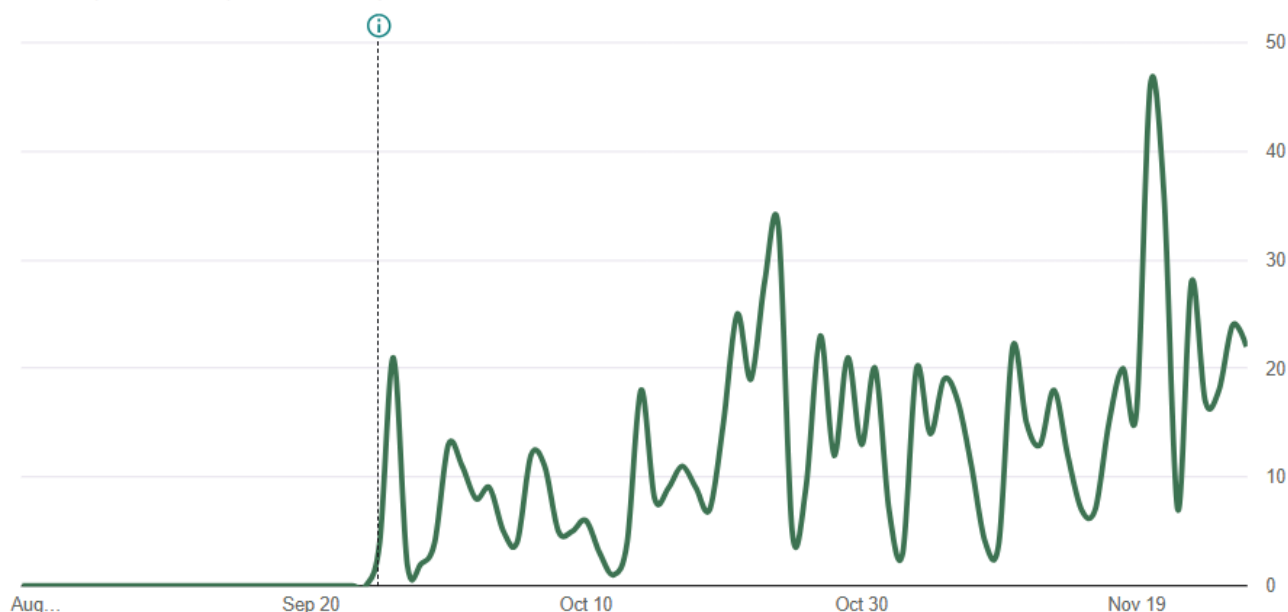
Figure 15 - Locations of the individuals Viewing the Renewable Energy Skills Platform

Channels | Locations | Devices

By Locations

17.4%
15.3%
11.5%
10.3%
45.5%

● China ● Singapore ● Netherlands ● Belgium ● Others
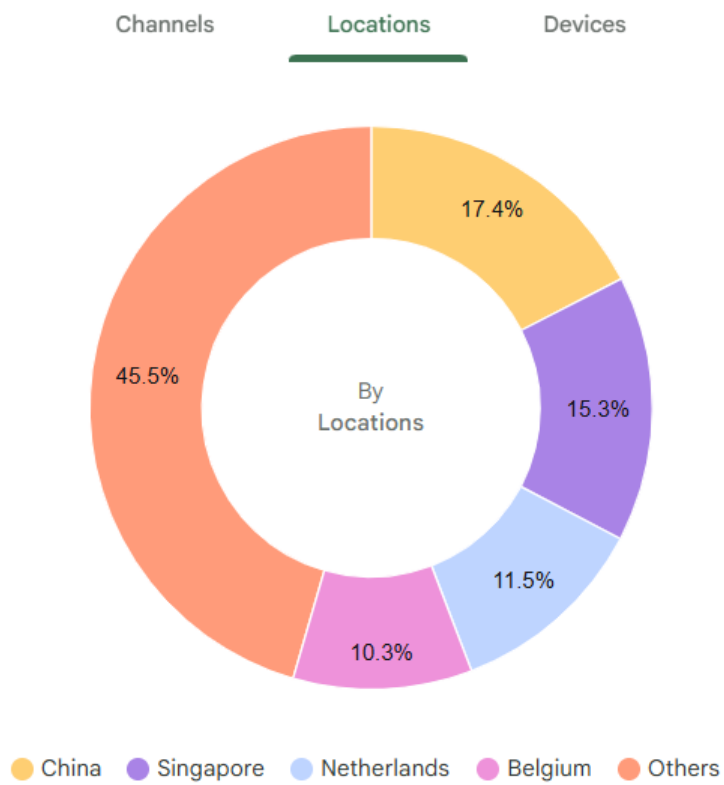
Figure 16 - How individuals View the Renewable Energy Skills Platform

Channels | Locations | Devices

By Channels

4.3%
5.2%
10.4%
14.4%
65.6%

● Direct ● Organic Search ● Referral ● Organic Social ● Others

![RESkill4NetZero - Boosting Green Energy Careers logo]
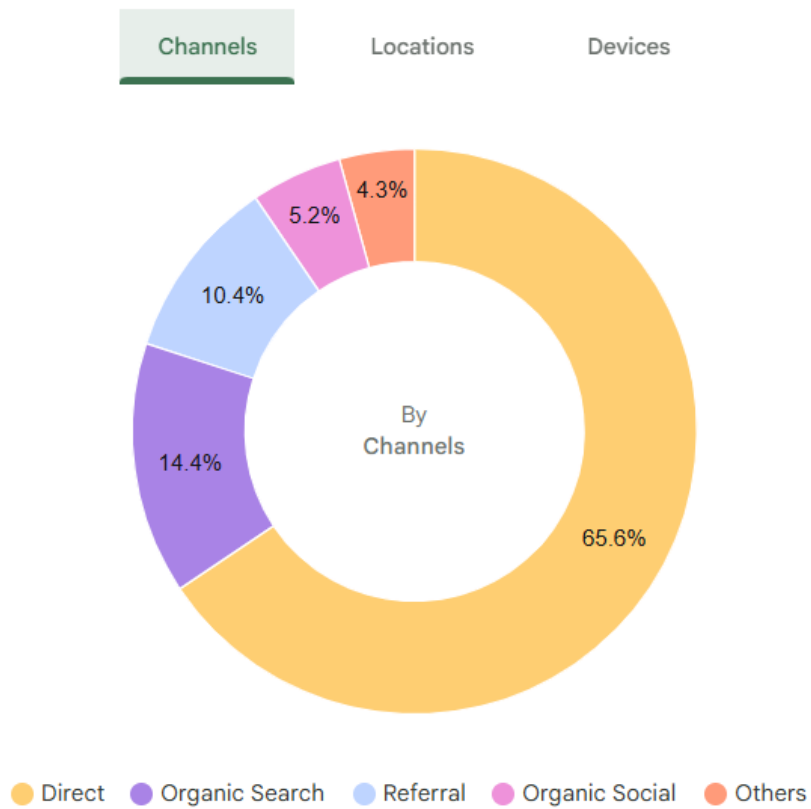
Figure 17 – RESkill4NetZero LinkedIn channel overall engagement

Highlights
Data for 3/1/2025 - 11/26/2025

| **12,485** | **515** | **13** | **13** |
| Impressions | Reactions | Comments | Reposts |
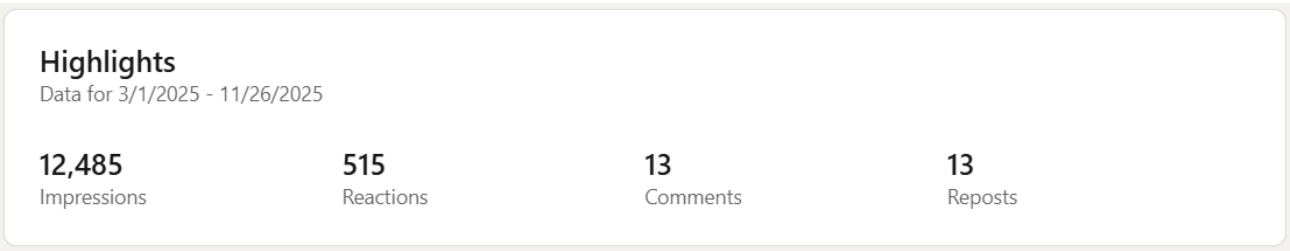
Figure 18 - RESkill4NetZero LinkedIn channel Impressions evolution

Metrics

Organic — 12,485
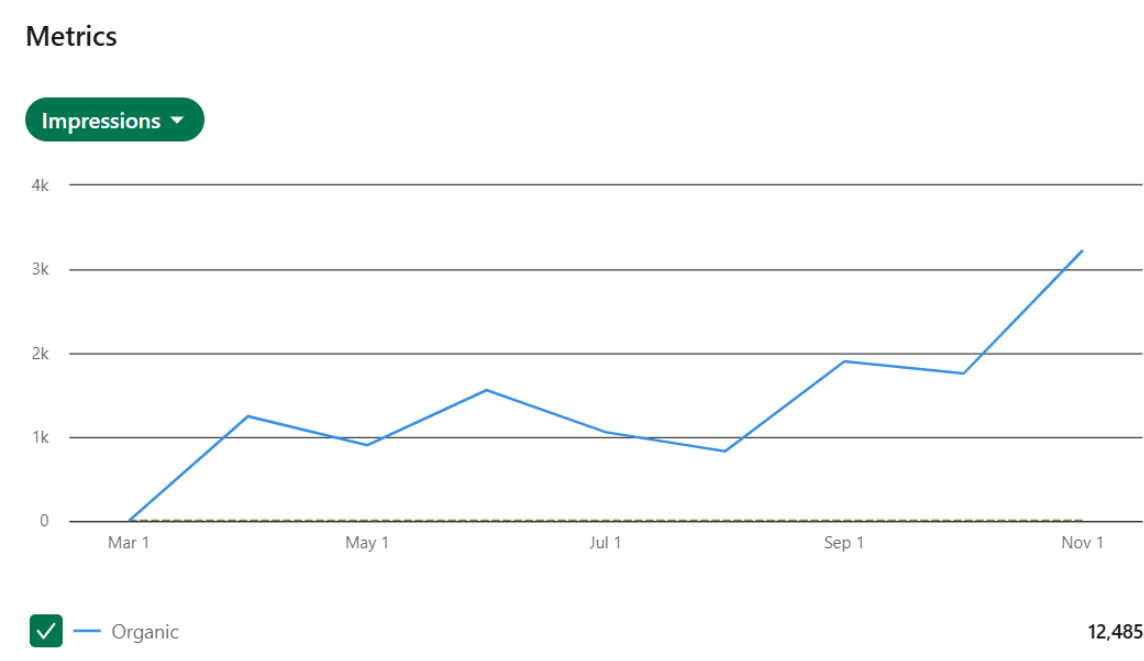
Figure 19 - RESkill4NetZero LinkedIn channel Members Reached evolution

Metrics

Organic — 6,659
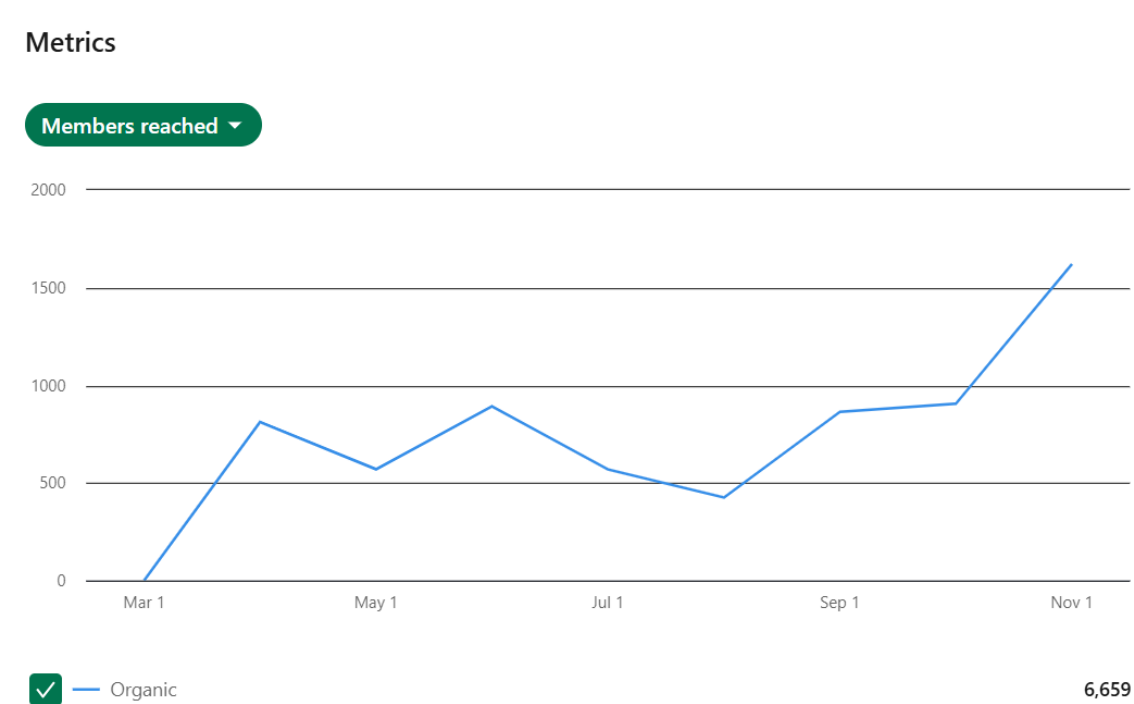
Figure 20 - RESkill4NetZero LinkedIn channel Reactions evolution
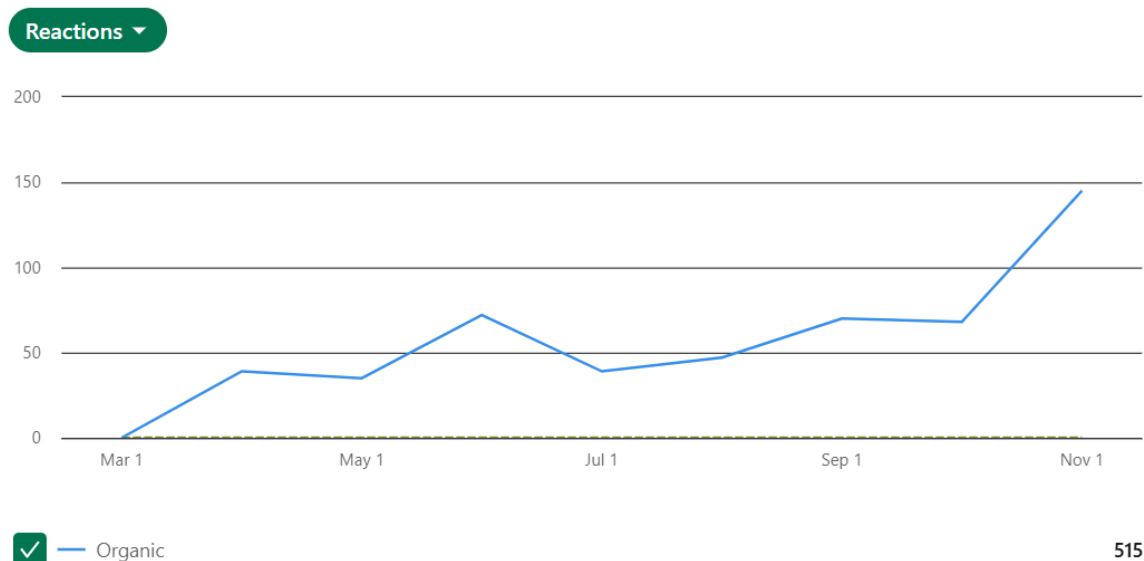
These numbers indicate that the platform's community features are not just implemented, but are actively functioning. There are concrete training opportunities shared, real events and discussions happening, and a growing base of engaged users, all within the first year.

We can see that the RESkill4NetZero webpage received engagement from numerous countries, primarily in Europe (Belgium, Netherlands) as well as outside, (notably China, Singapore).

Through features like the LinkedIn community integration, event tie-ins, and easy contribution workflows, the platform has begun to fulfil its role as a living community platform by M12. Stakeholders have multiple channels (web, social, events) to connect and exchange. This bodes well for scaling up these interactions as the project moves forward. The next section will examine how the platform coexists with and supports other work packages (WP2–WP6), showing that the community and content it hosts are not isolated, but in fact reinforce the project's broader objectives.

5. Coexistence with and Support to Other Work Packages (WP2–WP6)

The RESkill4NetZero platform is not an isolated output of WP5; it is deeply interwoven with the work and outcomes of WP2, WP3, WP4, WP5 itself, and WP6. In essence, the platform serves as both a dissemination vehicle and a collaboration space for the project's other components. This section explains how the platform supports and coexists with each of the other WPs, providing concrete examples.

5.1. Supporting WP2 (Skills Intelligence & Strategy).

Work Package 2 produced the evidence base that underpins the project, identifying skill gaps, defining occupational profiles, and formulating a European Renewable Energy Skills Strategy . The platform amplifies these outputs in several ways:

- **Publishing WP2 Findings:** The key deliverables of WP2 (D2.1 Occupational Profiles & Needs Analysis and D2.2 Skills Strategy) are made available on the [Results page for stakeholders to access](). Summaries of these reports are written in accessible language on the platform to reach a broader audience. This ensures that WP2's research doesn't remain on paper instead, it reaches training providers, policy-makers, and companies who visit the site. For example, the Skills Strategy's recommendation of creating clear career pathways is highlighted on the About page and linked to from the Skills Platform introduction, reinforcing that our platform's layout (training content feeding into job opportunities) is aligned with that strategy.

- **Tools for Stakeholders:** WP2 gathered a lot of data (which regions lack which skills). Even now, a policy-maker landing on the site can grasp core insights (like *"Europe needs 3.5 million more renewable workers by 2030"* or *"Heat pump installer is a high-demand profile across countries"*) because we have placed those takeaway stats visibly (in an **Insight card** on the Home page or About page). This supports WP2's objective of disseminating its analysis to multiple audiences.

- **Engaging WP2 Stakeholders:** WP2 involved many external stakeholders (surveys, focus groups). The platform helps keep those stakeholders engaged. For example, many who contributed to WP2's analysis (like industry associations) are now pointed to the platform to see how their input is being used. An industry partner who gave data on skill gaps can see on the site that a course addressing that gap is promoted, closing the feedback loop. Moreover, the various workshops on skills need in the renewable energy sector often revolve around WP2 themes, which keeps stakeholders thinking about these issues and possibly validating WP2's conclusions in a public forum.

5.2. Supporting WP3 (VET Curriculum & Qualifications).

WP3 deals with designing the curriculum, micro-credentials, and other training programme elements that RESkill4NetZero will implement. The platform acts as the dissemination arm for WP3's outputs and a collaboration space:

- **Showcasing the New VET Curriculum:** As WP3 develops the modular curriculum for renewable energy careers (covering core competencies across solar, wind, etc.), the platform will host outlines or summaries of these curricula. By M12, WP3 is still in progress (its first deliverables due by M18), but the platform is prepared.

- **Micro-Credentials and Certification Info:** Part of WP3 is creating EU-recognised micro-credentials. The platform could support this by providing a dedicated page on Qualifications (planned as part of Skills Platform). This page would explain, in user-friendly terms, what the new certifications are (once defined) and how one can obtain them. As the project validates these, and upon agreeing with WP3, the platform could be the go-to place to learn about them. This directly supports WP3's exploitation, making sure those new credentials do not stay on paper but get visibility, encouraging training providers to incorporate them and workers to pursue them.

- **Collaboration with Providers:** WP3 aims for the buy-in from VET providers to ultimately adopt the new curriculum. The platform's features facilitate that, inviting interested educators to reach out in case interested in collaboration opportunities.

5.3. Supporting WP4 (VET Training Programme & Pilots).

WP4 is where training programs (urgent upskilling courses, pilot programs, train-the-trainer, etc.) are already delivered. The platform is promoting, disseminating and supporting these:

- **Promotion of WP4's Urgent Trainings:** One of WP4's first achievements was to roll out of 17 urgent upskilling courses in Year 1 with over 550 learners (by M12) in partnership with certain providers. These courses correspond to immediate needs per WP2 (like heat pump installation). The platform's Skills Platform, Trainings page prominently features these courses, essentially advertising them to all audiences. A visitor from any country can click "View course" and be directed to how to enrol. This aims to expand the reach of WP4's offerings beyond the local promotion those providers might do. Such cross-pollination is a direct support to WP4, it not only filled training slots but sparked partnerships.

- **Pilot Programme Visibility:** WP4 also runs 8 pilot training programmes for emerging roles by year 3 . By M12, planning is underway. The platform has created an Events & Webinars area where announcements for upcoming pilot trainings will be made. For instance, if a pilot for "Battery Storage Technician" apprenticeship is starting in early 2026 in France, the platform will feature an event listing. Therefore, the platform is actively helping recruit or connect the dots for WP4 pilot implementation.

- **Showcasing Successes:** Success stories from WP4's training programs are turned into content that inspires others. These stories would demonstrate impact and encourages other regions to replicate, fulfilling WP4 and WP5 goals jointly. The story would also be shared on LinkedIn, where discussions on how to attract more women into such programs may ensue, bridging to WP5 community and WP2 insights.

In essence, **WP4 provides the "products" (trainings)** and **the platform is the shopfront and community centre** for those products, advertising them.

5.4. Alignment with WP5 (Communication & Dissemination itself).

Since WP5 includes more than just the platform (communications strategy, events, media outreach), the platform works in tandem with other WP5 tasks:

- The platform is the central piece of **WP5's communication toolkit**. All promotional campaigns (social media, newsletters, press releases) ultimately point back to the platform for more information. Thus, WP5's external comms drive traffic to the site, and the site provides depth for those who seek it.

- Conversely, content generated on the platform feeds WP5's other channels. If the platform blog posts an interesting story, that might be repurposed as a pitch for media, amplifying its reach beyond the immediate community.

- KPIs for WP5 (like reach, engagement) are in part measured via the platform's analytics (Section 7) – showing how WP5 efforts translate into site visits, content downloads, etc.

Essentially, the platform & LinkedIn channels are the main vehicles through which WP5 achieves its dissemination and engagement metrics. They are two sides of the same coin.

5.5. Enabling WP6 (Long-Term Sustainability & Alliance).

Work Package 6 focuses on what happens after the project as well as developing and sustaining the alliance, continuing the training efforts, integrating with initiatives like the Pact for Skills. The platform is being positioned to be a lasting asset that WP6 can carry forward:

- **Foundation for the Renewable Energy Skills Alliance:** WP6 aims to establish a long-term Alliance (possibly a formal organisation or network). The platform's **Partnership/Alliance** sections (described in Section 3) already provide a home for that alliance online. This means the Alliance will not need to start from scratch with outreach, it will inherit an active website and community. As mentioned, the Installers' Summit launched the conversation on how the Alliance will function, and those findings were

captured. The platform has a dedicated Alliance's section to be developed in the future. WP6 is counting on WP5's platform as infrastructure. In preparation.

- **Engaging Alliance Members and Pledges and Synergies with Other Initiatives:** WP6 involves getting commitments from stakeholders to mutually promote our respective initiatives. The platform provides the mechanism to gather and showcase these. The page will display all partner project who joined the alliance, demonstrating the extended network created through RESkill4NetZero. WP6 fosters synergies with initiatives like the Net-Zero Academies and other Erasmus+ projects (under negotiation). The platform supports this by linking to those initiatives (as mentioned) and even hosting joint content. We have also plan to add a "Related Projects" banner on the site, listing other EU projects in renewable skills. This not only situates our project in a bigger picture (supporting WP6 goal of synergy) but could be reciprocated (those projects linking to us), enhancing traffic and community beyond our immediate project. WP6 will encourage more of this cross-web linking as part of exploitation.

In summary, the platform is a unifying thread across WPs:

- It **documents and spreads WP2 findings**, ensuring the problem statement and strategy reach those who need to hear it.

- It **facilitates WP3's curriculum and credential adoption** by giving them a prominent showcase and engagement channel.

- It **promotes WP4's training programs**, helping fill courses and share outcomes.

- It is itself a **product of WP5** and an instrument through which WP5 fulfils its mandate.

- It **lays the groundwork for WP6's sustainability and alliance building**, effectively pre-running some of WP6's tasks by nurturing a community and keeping stakeholders involved.

All these interactions show a strong cohesion: the platform is not an add-on; it is integral to how the project operates and how results are delivered. This synergy has been intentional from the start (as reflected in D5.1 goals to *"create an integrated platform to support all WPs")*, and the M12 status confirms that integration is happening. The remaining sections will cover compliance, monitoring, and future plans, which cut across all WPs to ensure the platform remains robust and effective as a central project asset.

6. Compliance, Accessibility & Data Protection

Ensuring compliance with EU requirements, privacy laws, and accessibility standards has been a fundamental aspect of the platform's implementation. This section details how the platform meets these obligations and the measures in place to protect users and data.

6.1. EU Visibility and Acknowledgment.

The project adheres strictly to the EU's visibility rules (as per Article 17 of the Grant Agreement):

- The **European Union emblem** is displayed on the platform in accordance with the graphic guidelines. It appears in the footer of each page alongside the funding acknowledgement text. The emblem is the correct high-resolution version and is sized appropriately. On the homepage and About page, the EU flag icon is also subtly included near the introduction to denote EU support.

- The **funding statement** is clearly visible: *"Funded by the European Union under Grant Agreement n°101186624. Views and opinions expressed are however those of the author(s) only..."*. We have included the entire prescribed disclaimer on the site's footer (and in the "About" section). This wording exactly matches the required text (it was taken from the official guidelines). Any PDF downloads (like deliverables or event reports) available on the site also contain this statement on their cover or first page. The platform essentially acts as a persistent reminder of EU support, which is important for public awareness.

- The **EU Erasmus+ logo** is also used where relevant. For example, we added the Erasmus+ programme logo on the "About" page under a section that mentions the funding programme. This is not strictly required everywhere, but it reinforces recognition of the programme behind the project.

- We have been mindful of using **EU disclaimers** for external content. On pages that link to external resources, events or partner news, a short note clarifies that those are external and might not reflect the EU/consortium views. This is part of staying transparent about what content is ours vs. from others.

6.2. Privacy and Data Protection.

The platform collects minimal personal data, but compliance with the GDPR and related laws is taken seriously:

- What data we collect, how we use it, and the rights of users. Key points:

- We collect personal data directly provided by users (names and emails via the contact form or resource submission form) only for the purpose stated (responding to inquiries, reviewing submissions). This data is emailed to the WP5 team and not stored in a database online beyond email and form logs.

- For the newsletter, since it is on LinkedIn, the personal data (names, LinkedIn profiles) is managed by LinkedIn under their privacy policy.

- We do not sell or share personal data with third parties for marketing, etc. Data is only shared among project partners as needed to follow up (and those partners are all GDPR-compliant entities).

- Users can request deletion of their data. For example, if someone wants their inquiry removed from records, they can contact us again and we will delete their email and any record.

- **Email and Contact Forms:** The contact form asks for name and email. In the Privacy Policy, we mention that by providing their email, users agree to us using it to respond. We ensure that emails sent to us are stored on secure servers (our email provider is Office 365, fully GDPR-compliant).

- **Child Safety:** Our content is oriented to professionals, but being public, it's possible minors could visit (a student exploring careers). All content is appropriate for all ages (no explicit or harmful content).

6.3. Accessibility and Inclusivity.

We have strived to make the platform accessible to users with disabilities and generally user-friendly:

- The text is written in clear, simple language, avoiding excessive jargon, in line with plain language guidelines. Where we use acronyms (VET, EQF, etc.), we spell them out on first use (as instructed in our style guide) to aid understanding.

- We maintain high contrast between text and background. For example, body text is a dark charcoal on white, easily readable (contrast ratio well above 4.5:1 required). Links are indicated by both colour and underline to ensure visibility.

- The site is responsive not just for different devices but also if someone zooms in 200% (for low vision), the layout still works without horizontal scroll.

- No essential information is conveyed in a way that screen readers couldn't handle. We avoid large tables or PDFs as the sole source of info; when we have PDFs (like deliverables), we accompany them with an HTML summary or key points on the page.

- **Language and Inclusivity:** The content is written to be inclusive:

  Figure 21 - LinkedIn Post IRENA report

  - We use gender-neutral language and highlight when programs are aimed at underrepresented groups (like women in renewables) in a positive tone. For instance, a news piece sharing that women comprised around 30% of the share of the renewable workforce. Stating that the project aims to reduce the gender gap in green roles by encouraging more women to train or reskill into new roles withing the Renewable Sector.

  - If the platform is entirely using English, but can easily be translated using the bult in features of the search engines for non-English speakers. Already, we avoid idioms or culturally specific references that might not translate well, and the writing is straightforward so machine translation (if a user uses browser translate) will likely be accurate.

- **Accessible Documents:** Recognizing that some deliverables or resources are PDFs, we strive to make them accessible as well. However, important content is summarized in HTML on the platform, to not exclude users who may have trouble with PDFs.

6.4. Moderation and Ethical Use:

While not a formal compliance category, it's worth noting we maintain an ethical stance:

- We moderate user-generated content (if someone posts a comment that's offensive or misinformation, we address it or remove it in line with an internal code of conduct).

- We ensure that content on the platform (like job postings or training descriptions) abide by equal opportunity principles. For example, if we list a job and it had biased language (unlikely because we wouldn't list individual jobs, but hypothetically), we would not propagate that.

In conclusion, compliance, privacy, and accessibility were considered during the platform's development. A user can confidently use the platform knowing their data is safe and that content is accessible to them. Moreover, meeting these criteria early (M12) prevents any need for costly rework later and sets a strong foundation for the platform as it grows. We will continuously monitor compliance reinforcing that this platform is professionally managed in all respects.

7. Monitoring & KPIs (Baselines at M12)

To gauge the platform's performance and inform ongoing improvements, we have established monitoring mechanisms and identified Key Performance Indicators (KPIs). By Month 12, we have captured baseline metrics for website traffic, community engagement, and content usage, which will serve as reference points for measuring growth in subsequent periods. This section outlines our monitoring approach, the baseline KPIs at M12, and the reporting cadence and ownership of these analytics.

7.1. Monitoring Tools and Process.

We use a combination of analytics tools integrated with the platform and manual tracking to monitor usage and engagement:

- **Website Analytics:** We installed Google Analytics 4 (GA). This provides data on page views, unique visitors, session duration, geographic distribution of visitors, etc. The analytics tracking has been active since the site launch (M6), allowing us to see trends through M12. For instance, spikes in traffic corresponded with events and newsletter releases, as expected. We also use GA to track specific events like clicks on CTAs (e.g., how many users clicked "Follow on LinkedIn" from our site) and downloads of files (to measure interest in deliverables or resources).

- **LinkedIn Analytics:** The LinkedIn company page offers built-in insights. We monitor follower count, post impressions (how many people see our posts), engagement rate (likes, shares, comments per post), and demographics of followers. As of M12, LinkedIn analytics show that our followers include people from approximately 10 different countries.

- **Newsletter Metrics:** For the LinkedIn newsletter, LinkedIn provides the number of subscribers and reads/likes for each issue. Our first newsletter issue is scheduled for the launch of the Alliance (Nov 2025).

- **Community Contributions & User Feedback:** We track how many inquiries came in. This is done via our internal log. While not a numeric KPI, we consider qualitative feedback as part of monitoring. We have a feedback widget (just a mail to link "Send feedback") and have gatherer comments from external project who reached out to us, who complimented us on the Website structure.

All these monitoring activities are documented every 6 months. SolarPower Europe and EUREC (WP5 leads) coordinates this monitoring.

7.2. Baseline KPIs at M12.

Based on monitoring, we have established baseline values for key metrics. These will serve as the reference when measuring progress in M18, M24, etc. The baseline KPIs at end of Month 12 include:

- **Website Traffic:**

  - **Total Users (M7–M12):** approximately 100 unique users visited the site in the first 6 months since launch.

  - **Pageviews:** approximately 200 pageviews total by M12.

  - **Top Pages:** The Home page had the most hits (naturally), followed by Skills Platform Trainings page.

  - **Bounce Rate:** Around 40%. Many visitors do click through to other pages, so bounce rate is moderate. We notice that visitors coming from LinkedIn almost always browse around (likely because they're interested in the content teased on LinkedIn).

- **Engagement KPIs:**

  - **LinkedIn Followers:** 180 followers as of end of Nov 2025.

  - **Average Post Engagement:** Each LinkedIn post is getting approximately 350 impressions and an engagement rate of approximately 5% (meaning approximately 25 interactions: likes or comments). Baseline = 5% engagement.

- o **Event Participation via Platform:** We consider the number of event participants who connected through the platform or were informed by it. For Solar Jobs Day, we know at least 15 attendees signed up after reading the news invite on our site or LinkedIn. Future events can be similarly tracked.

- **User Satisfaction (qualitative KPI):** We don't yet have a formal metric (like a survey score) at M12, but anecdotal feedback is positive.

For clarity, we summarize some baseline KPIs in a table:

Table 1 - Engagement KPIs Table

KPI	Baseline (M12)
RESkill4NetZero Page views (total to date)	616 views
RESkill4NetZero LinkedIn followers	207 followers
Number of LinkedIn Posts	33 Posts
Number of reactions (Likes)	515 reactions
Avg. LinkedIn post impressions	Approximately 400 impressions per post
Total number of post impressions	12 500 total impressions

These baseline numbers will serve as the benchmark for our WP5 Monitoring & Evaluation plan. They will be reported in periodic project reports and used to adjust our strategy if needed. For instance, if some KPIs are below expectations (say, fewer newsletter subs than hoped), we'll intensify efforts like add a pop-up on the site to encourage subscription or personally invite contacts.

7.3. Reporting Cadence and Ownership.

We have established a regular cadence for monitoring reviews:

- The WP5 team generates analytics report to be shared every 3 months (a short email summary) capturing website and social stats. This will be shared with the project coordinator and at WP5 meetings.

- **Bi-annually,** we do a deeper analysis aligning with project reporting periods. These bi-annually metrics feed into the progress reports for internal use.

- The **Project Steering Committee** (WP1) is also kept informed of dissemination metrics at least semi-annually. We included the baseline KPIs in the Y1 progress report submitted around M13.

7.4. Using KPIs for Continuous Improvement.

Monitoring is not just record-keeping; it's feeding decisions:

- For example, noticing that the Trainings page is highly visited but the news section was underutilized at M12 (partly due to lack of news in the first year), we prioritized getting meaningful content onto the news section page to avoid disappointing those visitors. This is in our immediate action list for post-M12.

- If a particular KPI is lagging, we will adjust our strategy. For instance, if by M18, follower growth is slow, we might run a LinkedIn ad campaign (since we reserved a bit of budget for promotion) to attract targeted new followers, and then measure if that improved the trajectory.

We also combine qualitative outcomes with KPIs. For example, "Engagement indicators" include things like community sign-ups, event participation. At M12:

- Community sign-ups (if we consider LinkedIn follows) are approximately 207 combined. We'll see how that grows – our goal was min. 1000 by project end, so we are in early days but on track if growth accelerates with more content.

- Two events have been executed with platform support, and more are planned, so we'll track how participants interact with platform resources after events (like downloads of materials), to measure deeper engagement beyond headcounts.

8. Risks & Mitigations

Like any digital platform and community initiative, the RESkill4NetZero Skills Platform faces certain risks and challenges that could impede its success. Proactively identifying these risks and implementing mitigation strategies has been an important part of our planning. Below we outline the key anticipated risks at this stage (M12) and the concrete steps we are taking or have taken to mitigate them:

- **Risk 1: Low User Engagement or Adoption.** There is a risk that the target audience (training providers, industry stakeholders) may not actively use the platform (few contributions, limited discussion). If the platform fails to gain traction, its value diminishes.

o *Mitigation:* We have implemented an outreach plan to drive engagement. This includes leveraging all partners' networks: each consortium member has committed to promote the platform in their newsletters, social media, and at events, effectively funnelling their established communities into ours. We also decided to centre the community on LinkedIn precisely because it lowers barriers, users don't need to create a new account, they can engage with content in a familiar environment. We monitor engagement KPIs closely (Section 7) and adjust content strategy to what resonates (focusing on success stories and interactive polls, which have drawn more reactions). In-person events are used to convert participants into platform community members, as seen with the events in Section 4. If we notice certain groups are underrepresented (say, not many industry HR people engaging), we will reach out through partner associations to invite them personally. By continuously promoting and providing fresh content, we keep the platform lively so that users want to return.

- **Risk 2: Insufficient Content or Stale Content.** A platform can lose relevance if content is not updated regularly or if the breadth of content is too narrow. For example, if the training listings or news become outdated, users will stop checking the site.

  o *Mitigation:* We plan to ensure a steady flow of updates. At least one new resource or training listing is added each quarter. We coordinate with other WPs for content, for instance, WP4's pilot updates feed our news. The community contributions also help populate content. If content ever does stagnate, we will do a content refresh sprint (repurpose deliverable findings into blog posts, interview a project partner for an insight piece). In short, we treat the platform as a living product that requires continuous feeding, and we've built that into WP5's work schedule to avoid dormancy.

- **Risk 3: Technical Issues or Downtime.** As with any website, there's a risk of technical failures, the site could go down due to server problems, broken links or features could frustrate users, or a security breach could occur.

  o *Mitigation:* We chose a reliable hosting solution (through a well-established provider with 99.9% uptime guarantee) if the site goes down, our IT team is notified immediately to respond. For broken links or bugs, we test site features after each update, and we also encourage users to report issues via the contact

form. So far, there have been no security incidents. Our mitigation is basically strong IT maintenance and quick response procedures.

- **Risk 4: Lack of Long-Term Sustainability (Post-project).** There is a strategic risk that once Erasmus+ funding ends, the platform might not be maintained (due to lack of resources or ownership), undoing the progress and community built.

  - *Mitigation:* Sustainability is at the heart of WP6, the platform has been designed to be low-cost to maintain (the domain and hosting costs are modest, content relies on volunteer contributions from Alliance members). To secure funding for upkeep, we will explore sponsorship or embedding it into an existing organisation's web infrastructure. Essentially, we mitigate this by not letting the platform's momentum slip: by the time formal project funding ends, we expect the value of the platform to be well recognized by the Alliance members (because it helps them too), so they should be motivated to sustain it. We treat every improvement and growing user base as strengthening the case that the platform is worth keeping. However, to be safe, we have a contingency: in the unlikely event that no entity can actively maintain it, we would at least keep it online as a static archive for a couple of years (ensuring its resources remain accessible even if no new updates occur). That said, given the early integration with the Alliance, we consider the risk of sudden abandonment low.

In summary, while challenges exist – from keeping users engaged to ensuring long-term survival, our team has proactively put measures in place. The experience up to M12 shows those mitigations working: engagement is steadily rising (mitigating risk 1), content is not regularly updated yet as we are still in the initial phase of the project (risk 2), there have been no significant technical failures (risk 3), project partners are already investing in the platform's future, interactions have been positive and well-moderated (risk 4). We will continue to monitor these risks, and adapt our mitigations if new issues or higher risk levels emerge. By staying vigilant and flexible, we aim to ensure the platform's success without major disruptions throughout the project lifecycle and beyond.

9. Roadmap (Post-D5.2 Enhancements with WP5 Partners)

With the successful launch at M12, our focus now turns to the future: continuously improving the

platform and experimenting with new features to maximize its impact. This roadmap outlines the planned enhancements and initiatives for the platform beyond Deliverable 5.2, roughly covering the period from M13 onward (through the remainder of WP5 and feeding into WP6). These plans have been developed in collaboration with WP5 partners and in alignment with the project's evolving needs.

9.1. Short & MediumTerm Improvements-Term Experiments (M13–M24).

In the immediate term, we will act on early feedback and straightforward upgrades:

- **Integration of WP3 Outputs:** As WP3 delivers the new curriculum and micro-credentials (expected around M18), we have a plan to incorporate them.

- **Launch of the Alliance section**.

- Launch the Renewable Energy Jobs sub-section.

- Upload more Deliverables in the result section

Interactive Webinars and Q\&A Sessions: Starting likely around M20, we plan to host webinars through the platform.

9.2. Long-Term Vision (M24+ into WP6):

Looking further ahead:

- **Expanded Alliance Services:** As WP6 forms the Alliance, the platform will likely develop document that can be downloaded or promote discussions. This is beyond M24 likely, but planning is in WP6 discussions. We might, for example, build a simple membership directory on the platform showing Alliance members and contacts (with permission). This serves the Alliance networking need.

- **Automated Matching Tools**: A very forward-looking idea (maybe beyond project lifetime in collaboration with other projects, but conceptually in roadmap) is to implement features like a training-opportunity matching or a skills diagnostic tool. For instance, a visitor could input their current skills and get suggestions of training (on our platform) to move into a desired renewable job. This kind of tool, while ambitious, could leverage WP2's skills taxonomy and WP3's curriculum structure. We will not likely implement it during WP5, but we keep the possibility open if extra resources or a partnership (maybe with an AI skills matching project) comes our way. We mention it as part of the vision that the platform could evolve from a directory to a smarter advisor platform in the future.

- **Sustainability Experiments:** To ensure longevity, WP6 might try out models for external support and other potential collaboarations.

9.3. Collaboration with WP5 Partners in Implementation:

All these improvements will be implemented with the active involvement of WP5 partners:

- For example, **EUREC** will take lead on organizing and hosting one of the webinars, given their network of universities (targeting academia involvement in Q\&A).

- **SolarPower Europe** will spearhead multilingual content, harnessing their internal language capabilities (they have native FR speakers to help translate, etc.).

- **GCP Europe and EuropeOn** are keen on the micro-community concept and will pilot the "Installers Network" interactions on LinkedIn, given their member base of contractors fits that micro-community.

- **EHPA** offered resources to help populate heat pump training content and possibly share maintenance of that section.

By dividing these tasks, we ensure no single partner is overburdened and each improvement benefits from the expertise of specific partners:

- The academic partners focus on content accuracy and curriculum integration (WP3/4 stuff).

- The industry associations focus on engagement of industry users (events, micro-communities).

- The communications leads focus on tech upgrades (search function, site design tweaks, SEO).

Regular WP5 meetings (bi-monthly) include an agenda item "Platform enhancements progress" to track these roadmap items.

9.4. Monitoring & Evaluation for New Features:

Each new initiative will come with its own success metrics to evaluate if it should be continued or adjusted:

- For micro-communities: we will see number of participants and posts in those subgroups over 3-6 months.

- For webinars: track attendance and feedback forms from attendees.

- For multilingual content: watch traffic from countries of those languages and any feedback from local partners.

This experimental, measured approach ensures we learn what truly adds value to the platform/community.

9.5. Alignment with WP6 Post-Project Roadmap:

Ultimately, this roadmap merges into WP6's roadmap beyond the project. We are essentially building features that the Alliance can then exploit. By M24 (project mid-point), we aim to have:

- A robust platform with multi-language, multi-faceted content,

- Active user engagement features (webinars, groups),

- A reliable routine of updates and outreach,

- And clear evidence of the platform's role in supporting the alliance (e.g., pledge commitments visible, etc.).

At that point, the platform will effectively be the digital backbone of the Renewable Energy Skills Alliance. WP6 will then, as we expect, formally incorporate it into their sustainability plan (including budget and governance for it).

In conclusion, the roadmap for the RESkill4NetZero platform is ambitious and forward-thinking, yet grounded in the experiences and data of the first year. It balances concrete enhancements (like translations and better search) with innovative experiments (like special interest communities and skills-matching ideas), all while ensuring alignment with the project's strategic trajectory. By executing this roadmap collaboratively with partners, we aim to continuously increase the platform's value proposition: for users (more useful content and interaction), for consortium (greater dissemination impact), and for the emerging Alliance (a ready-made digital infrastructure to inherit). As we implement these steps, we will remain agile – doubling down on what works and rethinking what doesn't – following the same iterative ethos that got us successfully to M12.

10. Concluding Remarks

At the close of its first year, the RESkill4NetZero platform stands as a robust, operational hub for Europe's renewable energy skills community. The platform has successfully delivered on its core objectives: promoting and supporting the adoption of renewable energy training materials, facilitating best-practice exchange among training providers, and ensuring compliance with EU

visibility, privacy, and accessibility standards.

Key achievements include:

- **A fully functional, user-friendly website** that consolidates essential resources, training opportunities, and project outputs, making them accessible to a diverse audience of educators, industry stakeholders, and job seekers.
- **A thriving LinkedIn-centred community**, which has proven effective in rapidly growing awareness, engagement, and knowledge exchange, while minimizing development and maintenance overhead.
- **Integration of community and support tools**, such as helpdesk features, and regular analytics monitoring, which foster two-way engagement and continuous improvement.
- **Strong alignment and synergy with other project work packages (WP2–WP6)**, ensuring that the platform is not an isolated deliverable but a central, enabling infrastructure for the project's broader objectives and long-term sustainability.

The platform's pragmatic, user-centric design, leveraging existing solutions and focusing on sustainability, has enabled timely delivery and positioned it for future growth. Early impact is evident in the steady increase in community engagement, the promotion of urgent training courses, and the successful documentation and dissemination of best practices through events and online channels.

Looking ahead, the roadmap for the RESkill4NetZero platform is both ambitious and grounded. Planned enhancements include the integration of new curriculum and micro-credentials, the launch of the Alliance section, expansion of job resources, and the introduction of interactive features such as webinars and multilingual content. These improvements will be implemented collaboratively with project partners, ensuring that the platform continues to evolve in response to user needs and sector developments.

Risks, such as low engagement, content stagnation, technical issues, and long-term sustainability, have been proactively identified and addressed through targeted mitigation strategies. The platform's governance model, monitoring framework, and strong partner commitment provide a solid foundation for ongoing success.

In summary, Deliverable D5.2 confirms that the RESkill4NetZero platform is not only meeting its objectives at the one-year mark but is also well-positioned to remain a central tool for Europe's renewable energy skills ecosystem in the years to come.